



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

*Regulation Gazette*

**No. 11907**

*Regulasiekoerant*

Vol. 725

21

November  
November 2025

No. 53707

**PART 1 OF 2**

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

ISSN 1682-5845



9 771682 584003



**AIDS HELPLINE: 0800-0123-22 Prevention is the cure**

**IMPORTANT NOTICE:**

**THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.**

**No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.**

**Contents**

<i>No.</i>		<i>Gazette No.</i>	<i>Page No.</i>
<b>GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS</b>			
<b>Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van</b>			
R. 6852	Plant Improvement Act (11/2018): Regulations made in terms of the Act.....	53707	13
<b>Employment and Labour, Department of / Indiensneming en Arbeid, Departement van</b>			
R. 6853	Labour Relations Act, 1995: Furniture Bargaining Council: Extension to non-parties of the Main Collective Amending Agreement .....	53707	104
R. 6854	Labour Relations Act, 1995: Registration of a trade union: South African Taxi Drivers Workers Union (SATDWU) (LR 2/6/2/3742).....	53707	110
R. 6855	Labour Relations Act, 1995: National Bargaining Council for the Clothing Manufacturing Industry: Extension to Non-parties of the Main Amending Collective Agreement .....	53707	111
R. 6856	Labour Relations Act, 1995: Registration of a trade union: Lichtenburg Union of Workers (LUW).....	53707	232
R. 6857	Labour Relations Act, 1995: Registration of a trade union: National United Gambling, Retail, Cleaning and Security Workers Union (NUGRCSWU) .....	53707	233
<b>PROCLAMATIONS • PROKLAMASIES</b>			
<b>Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van</b>			
R. 296	Plant Improvement Act (11/2018): Commencement of the Act, 1 December 2025, date on which the Act, 2018, will come into operation .....	53707	234
<b>Justice and Constitutional Development, Department of / Justisie en Staatkundige Ontwikkeling, Departement van</b>			
R. 297	Special Investigation Units and Special Tribunals (74/1996): Referral of matters to existing special investigating unit and special tribunal: South African Tourism Board .....	53707	238
R. 297	Wet op Spesiale Ondersoekenhede en Spesiale Tribunale (74/1996): Verwysing van aangeleenthede na bestaande spesiale ondersoekenhede en spesiale tribunal: Suid Afrikaanse Toerisme Raad.....	53707	241



government  
printing

Department:  
Government Printing Works  
REPUBLIC OF SOUTH AFRICA

## HIGH ALERT: SCAM WARNING!!!

### TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

[PROCUREMENT@GPW-GOV.ORG](mailto:PROCUREMENT@GPW-GOV.ORG)

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

*GPW* has an official email with the domain as [@gpw.gov.za](mailto:@gpw.gov.za)

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

*GPW* will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

*Government Printing Works* gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

## Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

### How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at [www.gpwonline.co.za](http://www.gpwonline.co.za)
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.  
Email: [Annamarie.DuToit@gpw.gov.za](mailto:Annamarie.DuToit@gpw.gov.za)

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.  
Email: [Bonakele.Mbhele@gpw.gov.za](mailto:Bonakele.Mbhele@gpw.gov.za)

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.  
Email: [Daniel.Legoabe@gpw.gov.za](mailto:Daniel.Legoabe@gpw.gov.za)

# Closing times for **ORDINARY WEEKLY** **REGULATION GAZETTE** **2025**

The closing time is **15:00** sharp on the following days:

- **24 December**, Wednesday for the issue of Friday **03 January 2025**
- **03 January**, Friday for the issue of Friday **10 January 2025**
- **10 January**, Friday for the issue of Friday **17 January 2025**
- **17 January**, Friday for the issue of Friday **24 January 2025**
- **24 January**, Friday for the issue of Friday **31 January 2025**
- **31 January**, Friday for the issue of Friday **07 February 2025**
- **07 February**, Friday for the issue of Friday **14 February 2025**
- **14 February**, Friday for the issue of Friday **21 February 2025**
- **21 February**, Friday for the issue of Friday **28 February 2025**
- **28 February**, Friday for the issue of Friday **07 March 2025**
- **07 March**, Friday for the issue of Friday **14 March 2025**
- **13 March**, Thursday for the issue of Thursday **20 March 2025**
- **20 March**, Thursday for the issue of Friday **28 March 2025**
- **28 March**, Friday for the issue of Friday **04 April 2025**
- **04 April**, Friday for the issue of Friday **11 April 2025**
- **10 April**, Thursday for the issue of Thursday **17 April 2025**
- **16 April**, Wednesday for the issue of Friday **25 April 2025**
- **23 April**, Wednesday for the issue of Friday **02 May 2025**
- **02 May**, Friday for the issue of Friday **09 May 2025**
- **09 May**, Friday for the issue of Friday **16 May 2025**
- **16 May**, Friday for the issue of Friday **23 May 2025**
- **23 May**, Friday for the issue of Friday **30 May 2025**
- **30 May**, Friday for the issue of Friday **06 June 2025**
- **06 June**, Friday for the issue of Friday **13 June 2025**
- **12 June**, Thursday for the issue of Friday **20 June 2025**
- **20 June**, Friday for the issue of Friday **27 June 2025**
- **27 June**, Friday for the issue of Friday **04 July 2025**
- **04 July**, Friday for the issue of Friday **11 July 2025**
- **11 July**, Friday for the issue of Friday **18 July 2025**
- **18 July**, Friday for the issue of Friday **25 July 2025**
- **25 July**, Friday for the issue of Friday **01 August 2025**
- **01 August**, Friday for the issue of Friday **08 August 2025**
- **08 August**, Friday for the issue of Friday **15 August 2025**
- **15 August**, Friday for the issue of Friday **22 August 2025**
- **22 August**, Friday for the issue of Friday **29 August 2025**
- **29 August**, Friday for the issue of Friday **05 September 2025**
- **05 September**, Friday for the issue of Friday **12 September 2025**
- **12 September**, Friday for the issue of Friday **19 September 2025**
- **18 September**, Thursday for the issue of Friday **26 September 2025**
- **26 September**, Friday for the issue of Friday **03 October 2025**
- **03 October**, Friday for the issue of Friday **10 October 2025**
- **10 October**, Friday for the issue of Friday **17 October 2025**
- **17 October**, Friday for the issue of Friday **24 October 2025**
- **24 October**, Friday for the issue of Friday **31 October 2025**
- **31 October**, Friday for the issue of Friday **07 November 2025**
- **07 November**, Friday for the issue of Friday **14 November 2025**
- **14 November**, Friday for the issue of Friday **21 November 2025**
- **21 November**, Friday for the issue of Friday **28 November 2025**
- **28 November**, Friday for the issue of Friday **5 December 2025**
- **05 December**, Friday for the issue of Friday **12 December 2025**
- **11 December**, Thursday for the issue of Friday **19 December 2025**
- **17 December**, Wednesday for the issue of Wednesday **24 December 2025**

# LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

**COMMENCEMENT: 1 APRIL 2018**

## NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

## EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

### CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website [www.gpwonline.co.za](http://www.gpwonline.co.za)

All re-submissions will be subject to the standard cut-off times.

**All notices received after the closing time will be rejected.**

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days <b>after</b> submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days <b>after</b> submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

### EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

### NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website [www.gpwonline.co.za](http://www.gpwonline.co.za).
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za). The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
  - 8.1. Each of the following documents must be attached to the email as a separate attachment:
    - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
      - 8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
      - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
    - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
    - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
    - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
    - 8.1.5. Any additional notice information if applicable.

**GOVERNMENT PRINTING WORKS - BUSINESS RULES**

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by “walk-in” customers on electronic media can only be submitted in *Adobe* electronic form format. All “walk-in” customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

**QUOTATIONS**

13. Quotations are valid until the next tariff change.
  - 13.1. **Take note:** **GPW's** annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
  - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
  - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
  - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
  - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
    - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
  - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
  - 19.1. This means that **the quotation number can only be used once to make a payment.**

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;  
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

**CANCELLATIONS**

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

**AMENDMENTS TO NOTICES**

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

**REJECTIONS**

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

**GOVERNMENT PRINTING WORKS - BUSINESS RULES****APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

**GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY**

27. The Government Printer will assume no liability in respect of—
  - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
  - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
  - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

**LIABILITY OF ADVERTISER**

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

**CUSTOMER INQUIRIES**

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

**GPW** has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

## GOVERNMENT PRINTING WORKS - BUSINESS RULES

### PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za) before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

### PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website [www.gpwonline.co.za](http://www.gpwonline.co.za) free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s)

## GOVERNMENT PRINTING WORKS CONTACT INFORMATION

**Physical Address:**
**Government Printing Works**

149 Bosman Street

Pretoria

**Postal Address:**

Private Bag X85

Pretoria

0001

**GPW Banking Details:**
**Bank:** ABSA Bosman Street

**Account No.:** 405 7114 016

**Branch Code:** 632-005

**For Gazette and Notice submissions:** Gazette Submissions:

**For queries and quotations, contact:** Gazette Contact Centre:

**E-mail:** [submit.egazette@gpw.gov.za](mailto:submit.egazette@gpw.gov.za)
**E-mail:** [info.egazette@gpw.gov.za](mailto:info.egazette@gpw.gov.za)
**Tel:** 012-748 6200

**Contact person for subscribers:** Mrs M. Toka:

**E-mail:** [subscriptions@gpw.gov.za](mailto:subscriptions@gpw.gov.za)
**Tel:** 012-748-6066 / 6060 / 6058

**Fax:** 012-323-9574

---

**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

---

**DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**

NO. R. 6852

21 November 2025

**PLANT IMPROVEMENT ACT, 2018 (ACT NO. 11 OF 2018)****REGULATIONS MADE IN TERMS OF THE PLANT IMPROVEMENT ACT, 2018**

I, John Steenhuisen, Minister for Agriculture, acting under section 58 of the Plant Improvement Act, 2018 (Act No. 11 of 2018), have made the regulations set out in the Schedule.



**MR JOHN STEENHUISEN, MP**  
**MINISTER: AGRICULTURE**  
DATE: 22-09/25

## SCHEDULE

Arrangement of Regulations:

Chapter

- I. Definitions
- II. Application of Regulations
- III. Registration of Business and Premises
- IV. Conditions for Sale of Plants and Propagating Material
- V. Registration of Varieties
- VI. Schemes
- VII. General
- VIII. Tables

### CHAPTER I: DEFINITIONS

1. Unless the context indicates otherwise, words and expressions in these regulations have the meaning assigned to them in the Act, and -

“***Cannabis sativa* L. (hemp)**” means low THC plants or parts of plants of *Cannabis sativa* L. cultivated for agricultural or industrial purposes, of which the leaves and flowering heads do not contain more than 2% THC;

“***Cannabis sativa* L. (hemp) permit**” means the permit issued by the Registrar in accordance with clause 4(2) to a person who intends to perform an activity with *Cannabis sativa* L. (hemp);

“**certified**” means certified in terms of a scheme contemplated in section 45;

“**coated seed**” means seeds covered with material that may contain pesticides, fungicides, dyes or other additives and includes the following:

- (a) encrusted seed – units more or less retaining the shape of the seed with the size and weight changed to a measurable extent;
- (b) seed granules – units, more or less cylindrical, including types with more than one seed per granule;

- (c) seed mats – broad sheets of material, such as paper or other degradable material, with seeds placed in rows, groups or at random throughout the sheets;
- (d) seed pellets – more or less spherical units, usually incorporating a single seed with the size and shape of the seed no longer readily evident;
- (e) seed tapes – narrow bands of material, such as paper or other degradable material, with seeds spaced randomly, in groups or in a single row;

**"container" -**

- (a) in the case of a plant, means the container in which such plant grows or is packed; and
- (b) in the case of propagating material, means the container in which such propagating material is packed, but does not include a shipping container in which such propagating material is imported;

**"crop groups"** refer to the categories of crops according to their general usage as agricultural, vegetable and fruit crops, specified in Table 1 for the respective kinds of plants;

**"grain"** refers to harvested material that is intended for consumption and processing, not for cultivation;

**"inert matter"**, in relation to seed, means all material excluding other seed and pure seed which is present therein;

**"introducer"** means the person, including the agent, who introduces a variety into the local market on behalf of the breeder or when the breeder is not known;

**"ISTA"** means the International Seed Testing Association;

**"lot"** or batch means a quantity of plants or propagating material of which the properties are homogeneous to the extent required by the Act and these regulations and, if applicable, the scheme concerned;

"**lot number**" or batch number means a code number which a person has allocated to a particular lot of plants or propagating material for purposes of identification or traceability and which differs from the lot number allocated by him or her to any other lot of plants or propagating material;

"**Medicines Act**" means the Medicines and Related Substances Act, 1965 (Act No. 101 of 1965) as amended;

"**other material**" -

- (a) in the case of coated seed, means all matter excluding the pure units of coated seed which are present therein;
- (b) in the case of seed of a specific kind which is uncoated, means all material, including other seed, which is present therein and is visually distinguishable from seed of the kind concerned; and
- (c) in the case of a mixture which is uncoated, means all matter, including other seed which is visually distinguishable from seed of the kinds comprising the mixture;

"**other seed**" -

- (a) in the case of seed of a specific kind, means all seed, irrespective whether it is of a kind to which the Act applies, which is present therein and is visually distinguishable from seed of the kind concerned; and
- (b) in the case of a mixture, means all seed, irrespective whether it is of a kind to which the Act applies, which is present therein and is visually distinguishable from seed of the kinds which are specified on containers of that mixture or on labels attached to the containers concerned, as kinds comprising that mixture;

"**pest**" means any species, strain or biotype of plant, animal or pathogenic agent injurious to plants or plant products

"**PIA registration number**" means the registration number assigned to a person or company for the registration of one or more types of business in terms of section 12 of the Act;

“**port of entry**” means a place through which plants and propagating material may be imported into the country in terms of section 43 of the Act;

“**pre-packer**” means the type of business where seed is packed into containers of limited size in accordance with the requirements specified in Table 4;

“**pure seed**”, in relation to seeds of a specific kind, means all whole seeds of that kind and portions thereof which are larger than half the original size;

“**pure units of coated seed**”, in relation to coated seed - means undamaged units, units with obvious cracks or fissures and damaged units larger than the original size, irrespective of whether those units contain any seed;

“**restricted weed seed**” means seed of the following plant species:

- (a) *Cuscuta* spp. – Dodder;
- (b) *Datura* spp. – Thorn apple;
- (c) *Solanum elaeagnifolium* Cav – Silverleaf bitter apple; and
- (d) *Stipa* spp. excluding *S. capensis* Thunb. and *S. dregeana* Steud.- Serrated Tussock, Nasella;

“**SAPS**” means the South African Police Service;

“**seed**” means seed which is propagating material intended for cultivation;

“**seed mixture**” means a lot consisting of seed of varieties of various kinds of plants and/or various varieties of a kind of plant which, with a view to its usefulness for agricultural purposes, is obtained by mixing such seed in a particular proportion;

“**Sealed**” means a container of a seed lot or a submitted sample can be considered as sealed when it is closed in such a way that it cannot be opened to gain access to the seed and closed again without either destroying the seal or leaving evidence of tampering;

“**THC**” means (-)-transdelta-9-tetrahydrocannabinol that occurs in plants and parts of plants of *Cannabis sativa* L. (hemp);

"**the Act**" means the Plant Improvement Act, 2018 (Act No. 11 of 2018);

"**TPS**" means true potato seed in the botanical context, that is used to produce seedling tubers;

"**true to type**" with regard to a plant of a particular kind, means the plant corresponds with the description of the kind of plant concerned;

"**true to variety**", in relation to -

- (a) seed of a particular variety referred to in regulation 27, means that all plants cultivated from the seed concerned correspond to the description of the variety concerned, and are clearly distinguishable from any other variety of the same kind of plant; and
- (b) plants and propagating material other than seed, of a particular variety referred to in regulation 46, means that all plants correspond to the description of the variety concerned and are clearly distinguishable from any other variety of the same kind of plant;

"**UPOV**" means an intergovernmental organization administering an international system of intellectual property (IP) rights that protect plant breeders' rights and encourage innovation in agriculture through the development of new varieties of plants.

"**UPOV code**" means the abbreviation of the scientific name for a kind of plant in accordance with the International Union for the Protection of New Varieties of Plants (UPOV) system;

"**unprotected variety**" referred to in regulation 5 (1), means a variety that is not protected by a plant breeder's right granted under the Plant Breeders Rights' (Act 12f 2018).

"**visually free**" means the physical examination of a plant or plant material where an employee or authorised person -

- (a) is unable to visually observe the occurrence or symptoms of a pest on that plant or plant material without using a microscope or magnifying glass; or
- (b) has visually observed the characteristic symptoms that are caused by a pest on a plant, but the testing, examination or analysis of that plant or plant material in a laboratory has not confirmed the presence of such pest on or in that plant;

“**withdrawal of application**” means voluntary withdrawal of an application by the applicant or agent whilst the application is still under consideration and before a decision could be reached on the compliance of the variety with DUS.

## **Chapter II: APPLICATION OF REGULATIONS**

### ***Kinds of plants declared in terms of the Act***

2.(1) These regulations apply to the kinds of plants declared in terms of Section 2 of the Act by the Minister to the extent specified in column 1 of Table 1 for the kind of plant concerned.

(2) Varieties of the kinds of plants stipulated in Table 1 that are intended for a use other than what is indicated in column 5 of the said table for the kind of plant concerned, i.e. for

- (a) ornamental or decorative purposes excluding citrus and related genera or
- (b) sports fields or
- (c) green manure
- (d) use in an immature form (e.g., sprouts, microgreens)

are exempted from the application of these regulations.

### ***Application for declaration of kinds of plants***

3.(1) An application for the declaration of a kind of plant in terms of section 2(2) of the Act must be submitted to the Registrar in writing and must at least contain the following information:

- (a) name, address and contact details of the applicant;
- (b) scientific name of the genus and species concerned;

- (c) confirmation of the existence of any cultivated varieties of the kind of plant concerned;
  - (d) potential value for cultivation and use of the kind of plant, if available;
  - (e) information on whether the plants or variety require prior authorization for release under legislation concerning the protection of the environment, human and animal health; and
  - (f) in case of seed propagated kinds of plants, germination and purity data as required for inclusion in Table 4.
- (2) The Registrar must consider the application received and decide whether-
- (a) the kind of plant is eligible for declaration; and
  - (b) all or specific varieties must be listed for the kind of plant in accordance with regulation 54(2).
- (3) The Registrar must decide on the application within 30 days from receiving the application.
- (4) The Registrar must notify the Minister immediately after making the decision and request the Minister to publish a notice of declaration in the Gazette.
- (5) In instances where the kind of plant has been approved for declaration with an open list recognising all varieties, the applicant or respective industry, as applicable, may at any time request closing of the list in order to list specific varieties of the kind of plant concerned.

#### ***Cannabis sativa* L. (hemp) permit**

4.(1) A person undertaking activities referred to in sub-regulation (2) relating to *Cannabis sativa* L. (hemp) must obtain a permit for one or more such activities from the Registrar.

- (2) A permit referred to in sub-regulation (1) relates to the following activities:
- (a) importation of plants or propagating material for breeding, research or cultivation;
  - (b) propagation of plants by a breeder or researcher in relation to a breeding or research program to develop new or improved hemp varieties;
  - (c) sale of *Cannabis sativa* L. (hemp) seed, seedlings, plants or cuttings;
  - (d) cultivation of hemp for -
    - (i) seed production;
    - (ii) seedling production;

- (iii) production of grain or material for industrial purposes;
  - (e) cleaning and conditioning of seed for cultivation; and
  - (f) export of plants or propagating material for cultivation purposes.
- (3) An application for a *Cannabis sativa* L. (hemp) permit must be submitted on the form obtainable from the Registrar and must be accompanied by proof of payment of the fee specified in item 9(a) of Table 2.
- (4) The Registrar must consider each application and after evaluation of the information provided, issue a *Cannabis sativa* L. (hemp) permit to the applicant, if all the requirements have been met.
- (5) A *Cannabis sativa* L. (hemp) permit issued in terms of sub-regulation (4) is valid for a period of 5 years;
  - (b) renewable once after the initial period for a further 5 years on payment of the fee specified in item 9(b) of Table 2, where after a new application must be submitted and accompanied by the fee specified in item 9(a) of Table 2
  - (c) not transferable to another person.
- (6) The permit holder must notify the Registrar of any change with regard to information in the permit after issuance thereof, within 30 days of the occurrence of the change or becoming aware of the change:
  - (a) change in the contact details of the permit holder, including postal address;
  - (b) change in the name of the business or premises;
  - (c) change in the physical address where the authorized activity is to be conducted;
  - (d) change in the person responsible for or supervising the activity on the premises; and
  - (e) change in the ownership of the premises where the authorized activity is to be conducted, if the permit holder is not the owner.
- (7) The Registrar may revoke a permit if the permit holder –
  - (a) requests revocation thereof in writing;
  - (b) stops the activities for which the permit was required;
  - (c) has failed to notify the Registrar of any change of information as stipulated in sub-regulation (6);
  - (d) perform any activity not authorized on the *Cannabis sativa* L. (hemp) permit and
  - (e) infringes any of the provisions of these regulations or the Act.

(8) The holder of a *Cannabis sativa* L. (hemp) permit for cultivation must submit a notice of planting to the Registrar on the form obtainable from the Registrar within 30 days from planting and a copy thereof must be submitted to each of the nearest office of SAPS and Inspection Services of the Department.

***Exemption for plants and propagating material***

5. (1) For purposes of section 23(2)(a) of the Act, the non-commercial scale for cultivation and sale of unprotected variety of any kind of plant regulated under the Act refers to cultivation and sale in limited quantities and mainly intended for use by -

- (a) household/ subsistence producers/farmers who produce primarily for household consumption and may have a limited surplus production for selling; and
- (b) smallholder producers/farmers who produce for household consumption and derive a source of income from agriculture activities.

(2) The maximum amount of seed per variety imported or sold by a person on a non-commercial scale stipulated in sub-regulation (1), is specified in Table 3, limited to the amounts indicated in column 2 per year and column 3 per container for the respective kind of plant.

(3) In cases where the amount of seed for a variety exceeds that indicated in column 2 or 3 of Table 3 for the respective kind of plant, the exemption from the provisions of the Act for national listing is no longer applicable.

(4) The provisions of sub-regulations (1) to (4) shall not apply to plants and propagating material of hemp.

***Exempted types of business***

6.(1) The following types of business are exempted from registration in terms of section 19 of the Act:

- (a) import and export of plants or propagating material by agents that only take care of documentation and the clearing processes of consignments on behalf of importers or exporters, provided that the agents themselves are not involved in the sale of plants and propagating material;
- (b) selling of seed limited to non-commercial varieties contemplated in section 23(1)(d) of the Act and in accordance with the limitations specified in Table 3, subject to the provisions of regulation 5(3);
- (c) running of a nursery where -

- (i) only seedlings of the kinds of plants of which the seed is regulated in terms of this Act are grown and/or sold, except for *Cannabis sativa* L. (hemp); and
- (ii) only plants and propagating material of non-commercial varieties contemplated in section 23(1)(d) of the Act and subject to the provisions of regulation 5(3) are grown and/or sold;
- (d) the following facilities for research and/or conservation purposes:
  - (i) *in vitro* or tissue culture facility;
  - (ii) gene bank (seedbank and/or field gene bank),
- (e) the following laboratories: –
  - (i) analytical laboratory conducting analytical services relating to chemical compounds in plant material;
  - (ii) molecular laboratory performing any type of genetic analysis or varietal identity on plant material

(2) Notwithstanding the provisions of sub-regulation (1)(b) to (d), an application for registration may be submitted if required by the person or in order for the business to comply with a certification scheme contemplated in section 45 of the Act or a type of national, regional or international certification.

(3) The exemption for registration of a business shall not apply to any type of business relating to *Cannabis sativa* L. (hemp), except for multiplication facilities referred to in sub-regulation (1)(d) that are not multiplying for the purpose of selling plants or propagating material and laboratories referred to in sub-regulation (1)(e).

#### ***Exempted premises***

7.(1) Premises shall be exempted from registration in terms of section 19 of the Act if –

- (a) only seed that has been prepacked at premises registered in terms of section 10 of the Act, is sold in the original unopened containers in which it was thus prepacked;
- (b) only seed potatoes are produced and/or sold for cultivation purposes; and
- (c) only plants originating from a nursery registered in terms of section 10 of the Act, is sold there: Provided that the seller of such plants must on demand furnish written proof that the plants originate from such nursery or premises.

(2) The exemption for registration of premises shall not apply to any premises relating to plants and propagating material of *Cannabis sativa* L. (hemp), except for multiplication facilities and laboratories referred to in regulation 6(1)(d) and (e).

*Application for exemption from registration of business and premises*

8.(1) Application for exemption from registration referred to in section 19(2) of the Act for any other type of business or premises than referred to in regulations 6 and 7, must be submitted to the Registrar in writing, indicating –

- (a) whether exemption is sought for business only or for both business and premises,
- (b) the type of business for which exemption is sought;
- (c) the kinds of plants relating to the plants and propagating material which are intended to be propagated and/or sold by the business or from the premises, and
- (d) motivation for the request.

(2) The Registrar must consider the application received and after consultations with the applicant, if required, submit a recommendation for consideration by the Minister.

(3) The Registrar must notify the applicant in writing within 30 days of receiving the decision from the Minister and publish a notice in the Gazette, if approved by the Minister.

### **CHAPTER III: REGISTRATION OF BUSINESS AND PREMISES**

*Register of businesses and premises*

9.(1) The register of businesses and premises kept by the Registrar must at least contain the following information:

- (a) PIA registration number issued to each person or company registering one or more types of business and subsequent registration numbers for all premises registered in relation to that business;
- (b) name under which the business will be conducted;
- (c) postal and physical address of the business;
- (d) name and contact details of owner or person in charge of the business;
- (e) name and physical address of each premises in relation to the business;
- (f) name and contact details of person in charge of the premises;
- (g) type of business conducted on each premises;
- (h) crop groups that are handled at the respective business and premises;

- (i) starting and expiry date of registration period; and
- (j) any amendment of information in accordance with section 15(2) of the Act.

(2) Any person requiring a copy of a document relating to particulars in the register, must -

- (a) apply in writing to the Registrar; and
- (b) pay the fee specified in item 2 of Table 2 and provide proof thereof to the Registrar.

***Certificate of registration for business and premises***

10.(1) The registration certificate issued in terms of section 12(1) of the Act in respect of a business registered without premises, must contain at least the following information:

- (a) PIA registration number;
- (b) name of the person or company under which the business is registered;
- (c) name of the person in control of the business, if different from paragraph (b);
- (d) physical and postal address, as applicable;
- (e) types of business, as applicable;
- (f) crop groups or kinds of plants as applicable; and
- (g) date of registration.

(2) The registration certificate issued in terms of section 12(2) of the Act in respect of each business premises must contain at least the following information:

- (a) PIA registration number of the business premises;
- (b) name of the premises, if different from sub-regulation (1)(b);
- (c) the details specified in sub-regulation (1)(b) and (e);
- (d) physical and postal address of the premises, if different from sub-regulation (1)(d);
- (e) name of the person in control of the premises, if different from (1)(c);
- (f) relevant type of business conducted on the premises;
- (g) crop groups or kinds of plants as applicable for the premises; and
- (h) duration of the registration period.

(3) In cases where a type of business is conducted from a mobile facility, the certificate must contain the information specified in sub-regulation (2), except for (2)(d) where the information must be replaced with details of the mobile unit.

***Return of certificate of registration***

11. Upon termination of the registration of a business or premises in terms of section 20 of the Act, the relevant certificate of registration must be collected by the Registrar within 90 days of the date of termination in accordance with section 21(2) of the Act.

***Application for registration of business and premises***

12.(1) An application for the registration of business and premises in terms of section 11 of the Act, must be submitted on the form obtainable from the Registrar for this purpose and accompanied by –

- (a) a locality sketch or map and Global Positioning System (GPS) coordinates which clearly indicate where the premises concerned is situated;
- (b) proof of payment of the fee stipulated in item 7.1(a), (b) or (c), as applicable, of Table 2 relating to the type of business; and
- (c) if hemp is one of the kinds of plants with which business is intended to be conducted, a copy of the valid hemp permit.

(2) In the case of an application in terms of section 11(1)(a) only, the documents referred to in sub-regulation (1)(b) and (c) must accompany the application.

(3) An application for any additional type of business or premises with a valid registration in terms of section 11, must be made on an application form obtainable from the Registrar which must be submitted with proof of payment of the fee specified in item 7.1(a), (b) or (c), as applicable, of Table 2.

(4) An application for the registration of a laboratory as a type of business on the same premises as other types of registered business, must be submitted on a separate application for registration of such a laboratory and must be submitted on the form obtainable from the Registrar and accompanied by the documents referred to in sub-regulation (1)(a) and (b).

***Notification of change of circumstances***

13.(1) The person in whose name a type of business or premises has been registered, must notify the Registrar in writing in terms of section 15 of the Act within 30 working days of a change in any of the following circumstances or when becoming aware of such change with regard to that business or premises:

- (a) change in the contact person or contact details, including postal address;
- (b) change in the name of the business or premises;
- (c) relocation of the business to another address;

- (d) change in the person in charge of the premises; or
- (e) change in the ownership of the business.

(2) If the change relates to that stipulated in sub-regulation (1)(c) to (e), an inspection of the premises must be conducted and the new owner or person in control, as applicable, evaluated to determine compliance in terms of section 12 of the Act, prior to the issuance of a new registration certificate.

(3) A notice for change in information referred to in sub-regulation (1) that requires the issuance of a new certificate, must be accompanied by proof of payment of the fee specified in item 8 of Table 2.

#### ***Application for renewal of registration of premises***

14.(1) Application for the renewal of a registered premises referred to in section 16(1) of the Act, must be submitted by the person to whom a certificate of registration has been issued on the form obtainable from the Registrar for that purpose.

(2) The application for renewal of premises must be accompanied by proof of payment of the fee specified in item 7.2 of Table 2.

(3) Any changes that are required to be made at the time of renewal, must be indicated on the renewal application and in case of changes referred to in regulation 13 (1)(c) to (e), inspection is required before a decision for renewal of the registration is made.

#### ***Records and reports***

15.(1) Businesses and premises registered in terms of section 12 of the Act, must comply with the following requirements relating to records:

- (a) keeping of records in accordance with the requirements specified in the regulations relating to the respective type of business;
- (b) in case of business relating to hemp, keeping of records in accordance with the respective hemp permit requirements as applicable;
- (c) in cases where different types of business of the same company are conducted on the same premises, the records in respect of a lot that went through the respective processes of each such business, may be kept jointly;
- (d) preservation of the records referred to in paragraphs (a) and (b) at the premises of the type of business concerned, or such other place as determined by the management of the company concerned for safekeeping, for at least three years after the date on which the lot

concerned was removed, delivered or sold, or in the case of laboratories, the sample concerned was tested, examined or analysed, as the case may be.

- (e) upon request by the Registrar, submit a written report within 30 days of the request, indicating -
  - (i) the required particulars regarding the contents of any records kept in terms of paragraphs (a) to (c); and
  - (ii) the quantity of plants or propagating material, as applicable, and such information relevant for a specified period relating to specified kinds of plants and varieties.

***Requirements for a business relating to seed***

16. (1) The types of business relating to seed stipulated in section 9(1)(a) to (c) of the Act, may be registered if the owner and person in direct control, as applicable, –

- (a) have a sound knowledge and understanding of the requirements of the Act, the facilities, equipment and practices for operating such seed facility as applicable.
- (b) have available premises or access to premises or a mobile facility for the services and kinds of plants or crop groups as indicated on the application form.

(2) Premises on which business relating to seed is conducted, may be registered and the registration thereof may be renewed if -

- (a) the place where seed is kept on the premises concerned -
  - (i) is an enclosed structure with a solid floor and, where required, ensure controlled access to seed;
  - (ii) has efficient lighting so that any marks, printing or writing on containers of seed or on labels attached to such containers may readily be read;
  - (iii) has efficient ventilation so that excessive humidity and high temperatures which may detrimentally affect seed are prevented; and
  - (iv) is kept in an orderly, tidy and clean condition at all times;
- (b) the available facilities and equipment at the premises concerned are adequate and sufficient to ensure the satisfactory conduct of the service relating to the kinds of plants and varieties of seed handled there;

- (c) seed is handled and stored at the premises concerned in such a manner that -
  - (i) it is protected against damage by pests;
  - (ii) in case of a cleaning and conditioning facility, uncleaned seed and screenings are kept separate from cleaned seed;
  - (iii) cleaned seed at cleaning and conditioning facilities and cleaned seed at prepacking and seed selling businesses, is kept separate from anything else that is not seed, by storing it in separate stores, or by dividing it by means of solid partitions;
  - (iv) each seed lot is separated by a space of at least one metre from another seed lot to ensure unobstructed access to each lot; and
  - (v) admixing of seed of different kinds of plants is prevented, except if seed mixtures are being made intentionally in accordance with the provisions of regulation 33 or when adding a pollinator;
- (d) at a cleaning and conditioning facility, the following are marked, printed or written on the containers of uncleaned seed at such premises, or on labels attached to the containers concerned –
  - (i) the words "uncleaned seed";
  - (ii) the kind and variety of the seed concerned; and
  - (iii) the name and address of the person from whom the seed concerned was received;
- (e) at facilities other than indicated in paragraph (d), the applicable particulars required in terms of these regulations, are marked, printed or written on seed containers, or on labels attached to the containers concerned;
- (f) seed intended for selling must comply with the requirements stipulated in Table 4 for the respective kind of plant concerned;
- (g) in the case of hemp seed -
  - (i) received for cleaning and conditioning, prepacking or selling, request the hemp permit, acknowledgement of planting notification and transport declaration, as applicable, from the person who provided the seed;
  - (ii) presented for sale, ensure that each buyer of hemp seed is in possession of a valid Hemp Permit for the purpose for which the seed is bought; and

(ii) furnish the buyer or carrier with a transport declaration and retain a copy thereof;

and

(h) the person in direct control of the premises has knowledge and understanding of the requirements of the Act, the facilities, equipment and practices for operation of such activities.

(3) When the person in direct control of the premises or operations is replaced, the registration of the premises will only be renewed if the new person has the knowledge and understanding referred to in sub-regulation (2)(h).

(4) In case of a mobile facility, the provisions of sub-regulations (1) and (2)(b), (c)(v), (e) to (h) and sub-regulation (3), as applicable, must be complied with.

***Records at businesses and premises where propagating material is cleaned and conditioned***

17. (1) The owner or person in control of a premises at which the business of cleaning and conditioning of seed for sale is conducted must, in respect of all seed handled there, keep complete records of -

- (a) the date on which the seed concerned was received;
- (b) the kind and variety of the seed concerned;
- (c) the name and address of the person from whom the seed concerned was received;
- (d) the total mass of the seed concerned and the number of containers in which it was contained;
- (e) the total mass of the cleaned seed and the number of containers in which it was contained;
- (f) the lot number of the cleaned seed, and if such seed was certified after cleaning, also the number of the certificate issued in respect thereof;
- (g) the names and addresses of the persons to whom the cleaned seed was supplied;
- (h) the mass of cleaned seed which was supplied to each such person; and
- (i) the dates on which the cleaned seed was so supplied.

***Records at businesses and premises where seed is prepacked***

18. (1) The owner or person in control of a premises at which the business of the prepacking of propagating material for sale is conducted must, in respect of each lot of propagating material handled there, keep complete records of -

- (a) the date on which the lot concerned was received;
- (b) the kind and variety of the seed in the lot concerned: Provided that, in the case of a mixture, the names of the kinds of plants and varieties presented therein, as well as the percentage contents of each, must be recorded;
- (c) the name and address of the person from whom the lot concerned was received;
- (d) the total mass or number of units of the seed in the lot concerned;
- (e) the lot number of the lot concerned;
- (f) the number of the certificate issued in respect of the seed in the lot concerned if that seed was certified; and
- (g) the date on which prepacking of the lot concerned was completed.

***Records at businesses and premises where seed is sold***

19. (1) The owner or person in control of the premises at which the business of the selling of seed is conducted must, in respect of each seed lot which is handled there, keep complete records of -

- (a) the date on which the lot concerned was received;
- (b) the kind and variety of the seed in the lot concerned: Provided that in the case of a mixture, the names of the kinds of plants and varieties presented therein, as well as the percentage contents of each, must be recorded;
- (c) the name and address of the person from whom the lot concerned was received;
- (d) the total mass or number of units of the seed in the lot concerned and the number of containers in which it is packed;
- (e) the lot number of the lot concerned;
- (f) the number of the certificate issued in respect of the seed in the lot concerned if that seed was certified; and
- (g) the date on which the lot concerned was sold out.

***Requirements for the business of running a nursery and other multiplication facilities***

20. (1) The type of business for a nursery or other multiplication facility stipulated in section 9(1)(d) of the Act, may be registered if the owner and person in direct control or responsible official, as applicable-

- (a) have a sound knowledge and understanding of the requirements of the Act, the facilities and practices for operating such a facility;
- (b) have available premises or access to premises to conduct the business in respect of the kinds of plants or crop groups indicated on the application form; and
- (c) in the case of hemp, ensure compliance with hemp permit requirements and only buy from or sell to people in possession of a valid hemp permit.

(2) Notwithstanding the exemption for registration of the multiplication or conservation facilities referred to in regulation 6(1), an application for the business and premises of such facility may be submitted, provided the respective conditions in these regulations are complied with.

(3) Premises on which the business of a nursery is conducted may be registered and the registration thereof renewed if -

- (a) the premises concerned is kept free from volunteer plants and effective weed control is applied;
- (b) plants are cultivated in such a manner at the premises concerned that -
  - (i) they are protected against damage or contamination by pests;
  - (ii) different kinds of plants and varieties of plants are kept in separate groups so that access to each group can be readily obtained and, where required, ensure controlled access to plants;
  - (iii) different kinds of plants and varieties of plants are identified by means of suitable and clearly legible name boards or labels in accordance with regulation 47; and
  - (iv) in the case of plants and propagating material which are certified, the requirements relating to the keeping and storage thereof as determined in the scheme concerned, are complied with;
- (c) the place where plants are sold on the premises concerned -
  - (i) has efficient lighting so that any marks, printing or writing on containers of plants or on labels attached to plants or containers may readily be read; and

- (ii) is kept in an orderly, tidy and clean condition at all times;
  - (d) plants that are kept for sale or, in the case where such plants are packed in bundles, each separate bundle is provided with a label on which the information referred to in sub-regulations (1) and (2) of regulation 47 is indicated;
  - (e) the plants comply with the requirements stipulated in regulation 46;
  - (f) in the case of hemp, ensure that each buyer of hemp plants or seedlings is in possession of a valid hemp permit for the purpose the plants are bought and furnish the buyer or carrier with a transport declaration while retaining a copy thereof; and
  - (g) the person in direct control of the premises has knowledge and understanding of the requirements of the Act, the facilities, equipment and practices for operation of such activities.
- (4) Premises on which the business of a multiplication or conservation facility referred to in regulation 6(d) is conducted, may be registered and the registration thereof renewed if -
- (a) the available facilities and equipment at the premises concerned are adequate and sufficient to ensure the satisfactory conducting of the multiplication or conservation service relating to the kinds of plants and varieties which are handled there;
  - (b) the identity of all samples and accessions introduced and handled/conserved are maintained throughout the various processes;
  - (c) documentation of data and information about the material, including passport data and source information are recorded;
  - (d) the relevant protocols and operational procedures are in place;
  - (e) the responsible official of the technical operations at the premises is in possession of the relevant qualifications required for the operation of such facility; and
  - (f) the person in paragraph (e) has sufficient knowledge and understanding of the requirements of the Act, the facilities, equipment and practices for conducting the operations at the premises.
- (5) When the person in direct control or responsible official referred to in sub-regulations (3)(g) and (4)(e) of the premises or operations as applicable is replaced, the registration of the premises will only be renewed if the new person complies with the requirements stipulated in the respective sub-regulations.

***Records at nurseries and other multiplication or conservation facilities***

21. (1) The owner or person in control of a nursery must, in respect of each lot or batch of plants cultivated there for sale, keep complete records of -

- (a) the date on which the lot or batch concerned was made available for sale;
- (b) the kind and variety of the plants in the lot or batch concerned;
- (c) the number of plants in the lot batch concerned;
- (d) the lot number of the lot or batch concerned; and
- (e) the number of the certificate issued in respect thereof if the plants in that lot or batch were certified.

(2) The owner or responsible person of the technical operations at a multiplication or conservation facility must, in respect of each lot or batch or accession received and maintained there, keep complete records of -

- (a) the date on which the samples or accessions were received;
- (b) the kind of plant and variety name or accession number of the material concerned;
- (c) the name and address of the person from whom the material concerned was received;
- (d) the amount of the material concerned and the number of containers, as applicable;
- (e) the lot/batch number of the lot concerned, if applicable;
- (f) germination and viability data for each accession, as applicable;
- (g) when material is requested, the name and address of the person to whom such material was supplied;
- (h) details of the identity and amount of material supplied to the person mentioned in paragraph (g); and
- (i) the date on which material mentioned in paragraph (g) was supplied.

***Requirements for the business of running a laboratory***

22. (1) The type of business relating to the running of a laboratory stipulated in section 9(1)(e) of the Act, may be registered if the owner and person in direct control, as applicable, -

- (a) have a sound knowledge and understanding of the requirements of the Act, the facilities and practices for operating such a facility;

- (b) have available premises or access to premises to conduct the business in respect of the kinds of plants or crop groups indicated on the application form;
  - (c) employ a suitably qualified person who is in possession of the necessary qualifications, as responsible official of the technical operations at such laboratory; and
  - (d) immediately notify the Registrar in terms of regulation 13 as soon as the services of such person is no longer available.
- (2) Any premises on which the business of a laboratory is conducted, may be registered and the registration thereof renewed if -
- (a) the place where samples of plants and propagating material are stored, tested, examined or analysed on the premises concerned -
    - (i) is an enclosed structure with a solid floor;
    - (ii) has efficient lighting so that any marks, printing or writing on containers of samples or on labels attached to such samples may readily be read, and that observations in connection with the tests, examinations or analyses concerned may readily be made; and
    - (iii) is kept in an orderly, tidy and clean condition at all times;
  - (b) the available facilities and equipment at the premises concerned are adequate and sufficient to ensure that the tests, examinations and analyses referred to in subregulation (3), of samples of the kinds of plants and propagating material referred to in that subregulation can be performed properly; and
  - (c) a quality management system is in place and a quality manual available.
- (3) The testing, examination or analysis of samples of plants and propagating material at a laboratory registered in terms of section 12 of the Act, shall -
- (a) be restricted to samples of those kinds of plants and propagating material, and to those kinds of examinations, tests and analyses which are specified in the certificate of registration mentioned in respect thereof; and
  - (b) be performed in accordance with such validated methods as the registrar may determine.
- (4) The registrar shall require the owner or responsible person of a laboratory to carry out referee or proficiency tests with samples of plants and propagating material with such instructions as the registrar may issue.

(5) The owner or responsible official of a laboratory must furnish a report which complies with the requirements referred to in regulation 23, in connection with the testing, examination or analysis of each sample to the person who submitted that sample.

(6) The owner or person in control of a laboratory must keep at that premises a quantity of each sample which was tested, examined or analysed there, and which is sufficient to repeat that test, examination or analysis when so required -

- (a) in the case of plant material other than seed for a period of at least three months after the test, examination or analysis concerned has been completed, and stored under conditions in which the samples concerned will not be destroyed or affected by any organism; and
- (b) in the case of seed for a period of at least 12 months after the test, examination or analysis concerned has been completed, and stored under conditions in which the seed will retain its potential to germinate.

(7) The responsible person of the technical operations at the premises is in possession of the required qualifications and has sufficient knowledge and understanding of the requirements of the Act, the facilities, equipment and practices for conducting the operations at the premises and has successfully completed an evaluation conducted by an authorised official, person or inspector from the Department to confirm his/her knowledge.

(8) When the person in direct control or responsible person referred to in sub-regulation (1)(c) of the premises or operations is replaced, the registration of the premises will only be renewed if the new person complies with the requirements stipulated in the sub-regulation (7).

***Records and reports at test laboratories***

23.(1) The owner or person in control of a premises at which the business of a laboratory is conducted, must in respect of each sample of plant and propagating material handled there, compile a report which contains at least the following particulars:

- (a) the date on which the sample concerned was received;
- (b) the kind of plant and variety identity, if applicable, of the sample concerned as indicated by the person who submitted it;
- (c) the name and address of the person who submitted the sample concerned for testing, examination or analysis;

- (d) the reference numbers respectively allocated to the sample concerned by the person referred to in paragraph (c) and the owner or person in control of the premises concerned;
- (e) the respective dates on which the testing, examination or analysis of the sample has commenced and was completed;
- (f) the result of the testing, examination or analysis of the sample concerned, in which the following applicable particulars shall be indicated:
  - (i) in the case of plants or plant material -
    - (aa) the method used to carry out the test, examination or analysis on the sample concerned;
    - (bb) the part of the plant, or type of plant material which was tested, examined or analysed;
    - (cc) the type of organism tested, examined or analysed for;
    - (dd) the pest found in or on the material;
    - (ee) any remarks which the person who has performed the test, examination or analysis concerned, wishes to make in connection with the result concerned; and
    - (ff) the name of the person who carried out the tests; and
  - (ii) in the case of seed -
    - (aa) the physical purity, expressed as a percentage by mass;
    - (bb) the germination or viability expressed as percentage by number or where applicable, expressed as the number of normal seedlings per weight (kg),;
    - (cc) the number of days in which germination was achieved;
    - (dd) moisture content, expressed as a percentage by mass, if determined; and
    - (ee) any remarks which the person who has performed the test, examination or analysis concerned, wishes to make in connection with the result concerned.

(2) Such owner or person in control must keep a copy of each such report.

(3) The results obtained from the test, examination or analysis carried out at the laboratory in terms of section 42(2)(d) of the Act on a sample must be recorded in accordance with the records system of the laboratory.

## CHAPTER IV: CONDITIONS FOR SALE OF PLANTS AND PROPAGATING MATERIAL

### *Requirements for seed that are certified*

24.(1) Seed of a variety which has been certified in terms of a scheme referred to in section 45 of the Act, may be sold with an indication that it has been certified if -

- (a) such seed complies with the requirements for seed of the kind of plant to which that of the variety belongs in the scheme concerned; and
- (b) the seller of such seed is in possession of documentary evidence substantiating the fact that such seed has been certified.

(2) If the provisions of sub-regulation (1) cannot be complied with in respect of seed which was certified or presented for certification, such seed may only be sold if -

- (a) it complies with the applicable provisions referred to in regulation 27 or 35, as the case may be; and
- (b) prior to, at or after the sale of such seed no reference whatsoever is made of the fact that it was presented for certification or was certified.

(3) Notwithstanding the provisions of sub-regulation (2), seed of the varieties that are subject to the provisions of regulation 25 that does not comply with the provisions of sub-regulation (1), may only be sold with written authorisation from the Registrar and under the conditions stipulated in the authorisation.

### *Certification of seed for certain required varieties*

25.(1) Any variety that has been approved for national listing which requires compulsory certification in terms of a Scheme established in terms of section 45 of the Act to maintain varietal integrity during multiplication, may be submitted for inclusion in Table 5.

(2) The seed of a variety referred to in sub-regulation (1) may, from the date specified in column 3 of Table 5 opposite the said variety, only be sold if that seed is certified.

(3) The applicant for national listing of a variety referred to in sub-regulation (1) or his agent, may apply for inclusion of the denomination of the variety in question in Table 5 through the designated authority of the scheme in question on the forms available from that authority.

(4) The Registrar must consider the application for inclusion in Table 5 received from the designated authority and submit a recommendation to the Minister for consideration within 30 days from receiving the request.

(5) The Registrar must notify the designated authority in writing within 30 days of receiving the decision from the Minister and publish a notice in the Gazette if the Minister approved the inclusion of the varieties.

(6) The denomination of a variety included in Table 5 may be removed and the requirement for compulsory certification terminated upon request from the applicant or his agent referred to in sub-regulation (3) through the designated authority to the Registrar.

(7) Upon receiving a request for removal of a variety denomination from Table 5, the Registrar must submit a recommendation to the Minister for consideration in accordance with the procedure stipulated in sub-regulations (4) and (5).

***Marking and labelling of seed that are certified***

26.(1) A container in which seed that has been certified is sold must be marked in accordance with the requirements of the scheme concerned.

(2) Notwithstanding the provisions of sub-regulation (1), the indication of the germination group or viability group, where applicable, referred to in regulation 29(1)(d), shall not be required on the containers of certified maize seed.

(3) In addition to the information referred to in sub-regulation (1), the requirements of regulation 29(2)(a) apply with the necessary changes on certified seed.

***Requirements for seed that are not certified***

27.(1) Subject to the provisions of regulation 25, seed of a kind of plant specified in column 1 of Table 4, which has not been certified or prepacked, may be sold if -

- (a) the percentages of other material, other seed and weed seed in such seed do not exceed the percentages specified in columns 3, 4 and 5 of the said Table opposite the name of the kind concerned, respectively;
- (b) the percentage germination or viability; or number of normal seedlings per weight (kg), where applicable, of such seed is equal to or more than that specified in column 6, 7 or 8, where applicable, of the said Table opposite the name of the kind concerned;
- (c) such seed is true to variety;
- (d) such seed does not contain specified maximum content of weed seeds specified in column 5 of Table 4;
- (e) such seed is as homogenous as practically possible (or sufficiently homogenous) and

- (f) no live pests occur in the seed.

**Maximum mass of seed lots**

28.(1) The maximum mass of a seed lot of a kind of plant indicated in column 1 of Table 4 must be in accordance with the mass specified in column 13 of said table or the latest version of the ISTA rules for the kind concerned: Provided that the maximum seed lot size of any kind of plant may not be exceeded by more than 5%.

(2) In the case of coated seed, the maximum seed lot size may not exceed 1 billion seeds or 42 tons, regardless of the kind of plant.

**Marking and labelling of seed that are not certified**

29.(1) A container in which seed referred to in regulations 27 and 25, which is not certified or prepacked, is sold, must be marked in clearly legible symbols, letters and figures with, or be furnished with a label on which is likewise indicated -

- (a) the scientific and/or common name, as indicated in Table 1, of the kind of plant to which such seed belongs;
- (b) the denomination of the variety as entered on the National Varietal List to which such seed belongs stipulated in terms of section 22(1)(a) and (b) of the Act;
- (c) the lot number of such seed;
- (d) the words "Percentage Germination" or "Percentage Viability", where applicable, followed by the group within which the actual percentage germination or the actual percentage viability, where applicable, of such seed falls, which shall be expressed as -
  - (i) 10 - 19 or 15-19 in the case of *Digitaria eriantha* Steud. only;
  - (ii) 20 - 29;
  - (iii) 30 - 39;
  - (iv) 40 - 49;
  - (v) 50 - 59;
  - (vi) 60 - 69;
  - (vii) 70 - 79;
  - (viii) 80 - 89; and
  - (ix) 90 - 100;

- (e) in the case of *Chloris gayana* Kunth where germination is alternatively determined by the weighed replicate method, germination shall be expressed as the number of normal seedlings per weight (kg); and
  - (f) the name and address of the premises where such seed is sold: Provided that where such seed is resold, the name and address of the premises from which it was obtained, may also, or instead thereof, be indicated.
- (2) In addition to the information referred to in sub-regulation (1) -
- (a) the wording on the container in which seed is sold or on the label attached to such container must comply with the requirements relating to seed, as prescribed in terms of other relevant national legislation;
  - (b) notwithstanding the provisions of sub-regulation (a) of regulation 27, the words "Percentage pure seed" followed by the actual percentage pure seed in such seed, if the percentage pure seed in such seed is 97 or less;
  - (c) the number of pure units of coated seed per mass unit shall also, in the case of coated seed, be indicated on a container in which seed is sold, or on a label attached to such container; and
  - (d) the word "Hybrid" may only be indicated on a container in which seed is sold, or on a label attached to such container, if the seed in that container consists of at least 90 per cent hybrid seed of the variety concerned.

(3) The word "certified" may not be used in relation to seed that has not been produced and certified in terms of a scheme contemplated in section 45 of the Act.

*Permissible tolerance with regard to the indication of germination or viability groups*

30.(1) The germination or viability percentage groups indicated in terms of regulation 29(1)(d) on a container or on a label attached to a container, are accepted as correct if -

- (a) the actual percentage germination or viability used to determine the groups concerned; and
  - (b) the percentage germination or viability of the seed concerned, as determined by a test, examination or analysis in terms of section 42(2)(d) of the Act, when compared with the information indicated on the containers, the tolerance provided for the relevant test, examination or analysis, does not exceed the relevant ISTA tolerance tables.
- (2) The rule of tolerance, referred to in sub-regulation (1), shall only be applied when the actual percentage germination or viability referred to in sub-regulation 1(a), has been obtained from a test report that has been drawn up in accordance with the terms

of regulation 23(1) and such test report has been made available for inspection to the registrar, an employee or an authorised person.

***Requirements for containers***

31.(1) A container in which seed is sold must be fit for use, clean and suitable for the seed of the kind of plant concerned.

***Use of trademarks on labels***

32.(1) When a variety is advertised, offered for sale or marketed, it is permissible to associate a trademark, trade name or other similar indication with the approved variety denomination.

(2) A trademark, trade name or other similar indication referred to in sub-regulation (1) may not be used alone without the approved variety denomination; provided the variety denomination is at all times easily recognisable.

***Requirements for seed mixtures that are not certified***

33.(1) Seed of different kinds of plants or of varieties of such kinds, may be used in a mixture if each of the kinds comply with the requirements specified in Table 4 for such kind of plant prior to mixing.

(2) In addition to the provisions of sub-regulation (1), the seed –

- (a) of each of the varieties present in such mixture must be true to variety;
- (b) of such mixture must be homogenous; and
- (c) must not contain any live pests.

(3) Notwithstanding the provisions of sub-regulation (1), it is prohibited to include seed of hemp in any seed mixture.

***Marking and labelling of seed mixtures that are not certified***

34.(1) A container in which a seed mixture referred to in regulation 33, which is not prepacked, is sold, must be marked in clearly legible symbols, letters and figures with, or be furnished with a label on which is likewise indicated -

- (a) the word "Mixture" followed by the name of the mixture, if applicable;
- (b) purpose of the mixture;
- (c) the lot number of the mixture;
- (d) the particulars referred to in regulation 29(1)(a) and (b) in respect of each of the kinds and varieties present in such mixture; provided that if the

mixture contains a kind of plant that is not a kind declared in terms of this Act, the species name of that kind must be indicated;

- (e) the actual percentage contents, calculated on a mass basis, of each of the kinds and varieties present in such mixture;
- (f) the lot number of each of the components of the mixture;
- (g) the percentage germination or viability, where applicable, expressed in the manner indicated in regulation 29(1)(d), of each of such kinds and varieties present in such mixture;
- (h) the name and address of the premises where such seed is sold: Provided that where such seed is resold, the name and address of the premises from which it is obtained, may also, or instead thereof, be indicated; and
- (i) notwithstanding the provisions of sub-regulation (a) of regulation 27, the words "Percentage pure seed" followed by the actual percentage pure seed of each of the kinds and varieties present in such mixture, if the percentage pure seed in such seed is 97 or less.

(2) Notwithstanding the requirements of sub-regulation (1), the information stipulated in paragraphs (d) to (i) of sub-regulation (1) may be replaced with a digital code, provided the information stipulated in paragraphs (a) to (c) is printed on the label.

(3) In addition to the information referred to in sub-regulation (1), the requirements of regulation 29(2)(a) apply with the necessary changes on seed mixtures.

#### ***Requirements for prepacked seed***

35.(1) Subject to the provisions of regulation 25, prepacked seed of a kind of plant specified in column 1 of Table 4, may be sold, if -

- (a) the percentage of other material, other seed and weed seed in such seed -
  - (i) in the case of coated and uncoated seed, does not exceed the percentages specified in columns 3, 4 and 5 of the said Table opposite the name of the kind concerned, respectively;
  - (ii) in the case of a mixture, are as indicated in regulation 33(a) or (b), as the case may be;
- (b) the percentage germination or viability; or number of normal seedlings per weight (kg), where applicable, of such seed, or in the case of a mixture, of each of the kinds or varieties present therein, is equal to or more than that specified in column 6, 7 or 8, where applicable, of the said Table opposite the name of the kind concerned;

- (c) such seed, or in the case of a mixture, the seed of each of the varieties present therein, is true to variety;
- (d) a working sample for other seed by number determination in accordance with ISTA rules, does not contain more than one restricted weed seed;
- (e) such seed is homogenous; and
- (f) no live pests occur in the seed.

(2) The maximum mass of seed of a kind of plant specified in column 1 of Table 4 of this Act which may be prepacked per container, must not exceed the mass specified in column 9 of the said Table opposite the name of the kind concerned.

***Marking and labelling of prepacked seed***

36.(1) A container in which seed referred to in regulation 35, which has been prepacked, is sold, must be marked in clearly legible symbols, letters and figures with, or be furnished with a label on which is likewise indicated -

- (a) the particulars referred to in regulation 29(1)(a), (b) and (c) and (2)(a), (b) and (e);
- (b) the name and address of the premises where such seed was prepacked; and
- (c) the words "Prepacked Seed" if the net mass of the seed in the container concerned exceeds the mass specified in column 11 of Table 4 or if the number of seeds in the container concerned exceeds the number of seeds specified in column 12 of Table 4 opposite the name of the kind of plant concerned.

(2) An indication relating to percentage germination, percentage viability, the actual percentage pure seed or the number of normal seedlings per weight (kg) may appear on a container in which prepacked seed is sold or on a label attached to such container: Provided that the date on which the seed has been tested shall be marked in clearly legible letters on the container or on the label.

(3) If such seed is certified, the words "South African Certified Seed" and the certificate number of the lot concerned must be indicated if the net mass of the seed in the container concerned exceeds the mass specified in column 11 of Table 4 or, if the number of seeds in the container concerned exceeds the number of seeds specified in column 12 of said table for the kind of plant concerned.

(4) In addition to the information referred to in sub-regulation (1), the requirements of regulation 29(2)(a) apply with the necessary changes on prepacked seed.

***Sealing of containers of prepacked propagating material***

37.(1) A container in which propagating material is prepacked must be sealed at the premises where it was prepacked in such a manner that access to the propagating material concerned can be obtained only by breaking such seal of the container concerned.

(2) When the seal of a container in which propagating material was prepacked or the container concerned is broken for reasons other than sampling in terms of section 42 of the Act, such propagating material shall not be deemed to have been prepacked.

***Inspection and sampling of seed***

38.(1) Seed at registered premises which has been produced in the country or imported or intended for export, must be presented for inspection and sampling in terms of sections 41(2), 42(1)(e) or 42(6) of the Act in such a manner that –

- (a) access to the seed concerned can be readily obtained; and
- (b) all the marks, printing or writing on the containers of the seed concerned or on labels attached to such containers may readily be read.

(2) In cases where the Registrar, employee or authorised person cannot inspect premises or take samples due to –

- (a) inability to access the area, or
- (b) insufficient light to read the marks, printing or writing on the containers of the seed concerned, or on labels attached to such containers,

the person in charge of the place or premises in question or, in the case of seed that is imported or is being exported, the importer or exporter thereof or his agent, must render all reasonable assistance to enable the required sampling and identification of the seed concerned.

(3) When an inspection of seed is undertaken or samples of such seed is tested, examined or analysed upon request of the owner or person in control of the premises for purposes of export or otherwise, the applicant concerned must pay the applicable fees specified in items 12(b) to (e) of Table 2, as applicable.

***Requirements for imported seed***

39.(1) Seed of a kind of plant specified in column 1 of Table 1 that is imported into the country must –

- (a) be true to variety;

- (b) comply with the applicable requirements referred to in regulation 35(1)(a) in respect of other material and other seed;
- (c) at the time of the presentation thereof for examination and sampling in terms of section 43(5) of the Act, comply with the minimum requirements for the kind of plant specified in Table 4, supported by a test report confirming the quality of the seed in the consignment, and
- (d) be imported through a port of entry as indicated in Table 6 through which seed may be imported into the country.

(2) In addition to the requirements of sub-regulation (1), if the seed is of a variety of a kind of plant stipulated in column 1 of Table 1 of which the denomination thereof is not yet entered in the national list contemplated in section 24(1) of the Act, an import authorisation must be obtained from the Registrar in terms of section 43(3) of the Act by submitting an application and proof of payment of the fee specified in item 11(a) of Table 2 for this purpose prior to the import of the consignment.

(3) In addition to the provisions of sub-regulation (1) and (2), import of any plant, seed or other propagating material of hemp must at all times be accompanied by an import authorisation obtained from the Registrar prior to the import of the consignment and must comply with the stipulated requirements.

***Marking and labelling of imported seed***

40.(1) The provisions of regulation 29(1)(a), (b) and (c) and (2)(c) and (d) shall apply with the necessary changes to the particulars which must appear on a container of seed which is imported into the country, or on a label attached to such container, except that the name and address of the premises where such seed is sold, is not required.

***Examination and sampling of imported seed***

41.(1) Seed which is imported into the Country or is intended for export must be presented in accordance with regulation 38.

***Declaration relating to seed imported for immediate export or for purposes other than cultivation***

42.(1) A declaration relating to each consignment of seed that is imported into the country for immediate export or for purposes other than the cultivation thereof must,

prior to or on the arrival thereof, be lodged in the form obtainable from the Registrar by the person who intends to import that seed.

(2) The declaration form in respect of a consignment of seed that is imported must accompany the consignment or, if the consignment arrived without the declaration, be presented upon request to the relevant employee of the Department at the port of entry.

(3) A consignment of seed may be removed from the port of entry only after the declaration referred to in sub-regulation (1) in respect thereof has been received at the office of the Department referred to in sub-regulation (2).

***Application for certificate for export of seed***

43.(1) In cases where the seed intended for export does not comply with the requirements of the Act, an application for an export certificate must be submitted in terms of section 44(3) of the Act on the form obtainable from the Registrar for that purpose.

(2) An application referred to in sub-regulation (1) must be submitted in respect of each separate consignment of seed, and each such application must -

- (a) be accompanied by the application fee specified in item 12(a) of Table 1; and
- (b) reach the registrar at least 30 days prior to the date of intended export.

(3) Notwithstanding the provisions of sub-regulation (1), an application for an export certificate for the export of hemp seed must be submitted for all consignments of hemp seed.

(4) In addition to the provisions of sub-regulations (2) and (3), the following must accompany the application for an export certificate for hemp seed -

- (a) a copy of the hemp permit of the exporter,
- (b) a copy of the analysis report issued by a competent laboratory confirming the THC content of the material, and
- (c) proof of certification or confirmation of the source of the seed.

***Examination and sampling of seed intended for export***

44.(1) Seed which is intended for export must be presented for examination and sampling in accordance with the provisions of regulation 38.

***Requirements for plants and vegetative propagating material that are certified***

45.(1) Plants and vegetative propagating material which have been certified, may be sold with an indication that they have been thus certified, if -

- (a) such plants or propagating material comply with the requirements determined therefor in the relevant scheme established in terms of section 45 of the Act and are labelled as required by such scheme; and
- (b) the seller of such plants or propagating material is in possession of documentary evidence substantiating the fact that such plants or propagating material have been thus certified.

(2) If the provisions of sub-regulation (1) cannot be complied with in respect of a lot of plants or propagating material which was certified in terms of a scheme, no reference whatsoever shall prior to, at or after the sale of such plants or propagating material be made to the fact that the aforesaid plants or propagating material were presented for certification or were thus certified.

(3) In addition to the provisions of sub-regulation (1), plants, cuttings seedlings of hemp varieties and budwood or seed of citrus and related genera may be considered certified if proof of the source of the material and certification thereof is available.

***Requirements for plants that are not certified***

46.(1) Subject to the provisions of sub-regulations (2), (3), (4), and (5), a plant of such a kind of plant and a plant of any other kind of plant that has not been certified, may be sold, if -

- (a) such plant and, if it has been grafted or budded, the rootstock thereof, as applicable, is -
  - (i) true to type and true to variety;
  - (ii) free from the regulated pests specified in the Agricultural Pests Act, 1983 (Act No. 36 of 1983) or any national Plant Health legislation and regulations; and
  - (iii) visually free from any other pest; and
- (b) where applicable -
  - (i) such plant shows vigorous growth in all respects;
  - (ii) the graft or bud union of such plant has grown together right around;
  - (iii) no signs of nutritional deficiency, drying out or physiological, chemical, pest, hail, cold or serious mechanical damage are visible on such plant; and

- (iv) the root system of such plant is well-developed and free from any sign of root rot.

(2) A plant of *Citrus* spp., *Fortunella* spp., *Poncirus* spp., *Microcitrus* spp. and any cross of such plants that has not been certified may be sold, if -

- (a) all seed, budwood and grafting material required for the propagation of plants of the Citrus group, have been certified in terms of the scheme established in terms of section 45 of the Act and obtained from premises registered and certified in terms of that scheme;
- (b) in the case of seed for a rootstock, such seed contains not more than 5 per cent under-developed seed and not more than 5 per cent damaged seed: Provided that the aggregate of the under-developed and damaged seed content shall not exceed 5 percent;
- (c) in the case of budwood for a scion the thorns, leaves and side shoots of such budwood have been removed immediately after the collection thereof;
- (d) in the case of a nursery plant grafted or budded -
  - (i) the graft or bud union of such plant is at least 200 mm above the ground for commercial plantings and at least 50 mm for retail or potted trees;
  - (ii) the scion of a nursery plant is at least 150 mm above the graft or bud union; and
  - (iii) the difference between the diameter of the scion and the rootstock of such plant 50 mm above and 50 mm below the graft or bud union, does not exceed 5,0 mm; and
- (e) in the case of a nursery plant that is not grafted or budded, such plant is at least 350 mm above the ground.
- (f) in the case of any nursery plant -
  - (i) the stem of such plant is straight;
  - (ii) such a plant is not subject to bark flaking or any other abnormality; and if such plant has been cut back, it is not shorter than 500 mm:

(3) A plant of *Malus* spp., *Prunus armeniaca* L., *Prunus avium* L., *Prunus cerasus* L., *Prunus domestica* L., *Prunus persica* Batsch, *Prunus salinica* Lindl or *Pyrus communis* L. that has not been certified may be sold, if -

- (a) in the case of seed for seedlings -
  - (i) the percentage germination of that seed is at least 75; and

- (ii) that seed contains not more than 5 per cent under-developed seed and not more than 5 per cent damaged seed: Provided that the aggregate of the under-developed and damaged seed content must not exceed 5 per cent;
- (b) in the case of graftwood or budwood -
  - (i) that wood is well-matured; and
  - (ii) the side shoots and spurs on that wood were removed immediately after collection;
- (c) in the case of an unrooted hardwood cutting, that cutting originates from the growth of the previous growing season;
- (d) in the case of a rooted rootstock cutting -
  - (i) that cutting is not older than two years;
  - (ii) the length of that cutting above the uppermost root is at least 300 mm;
  - (iii) the diameter of that cutting above the uppermost root is 8 mm;
  - (iv) that cutting is straight; and
  - (v) that cutting has at least two roots with a minimum length of 50 mm each;
- (e) in the case of an apple seedling or apple layer -
  - (i) that seedling or layer is not older than one year;
  - (ii) the stem of that seedling or layer is straight;
  - (iii) the root system of that seedling or layer is well-developed; and
  - (iv) the stem diameter 200 mm above the uppermost root of that seedling or layer is not more than 15 mm; and
- (f) in the case of a nursery plant -
  - (i) of a stone fruit, any graft or bud union is between 120 mm and 200 mm above the uppermost root;
  - (ii) of a pome fruit, any graft or bud union is between 150 mm and 250 mm above the uppermost root;
  - (iii) the stem diameter 50 mm above the graft or bud union of a one-year-old and two-year-old plant is at least 7 mm and 8 mm respectively;
  - (iv) the side shoots of that plant after leaf drop have not been cut back to shorter than 100 mm;
  - (v) no side shoots appear below the graft or bud union of that plant;

- (vi) that plant has not been cut back to shorter than 1,5 m above the graft or bud union: Provided that where such a plant has been established in a container, that plant has not been cut back to shorter than 500 mm above the graft or bud union;
  - (vii) the pruning wound above the graft or bud union of that plant is sealed with a wound sealer;
  - (viii) the roots of that plant are not pot-bound and, if cut back, are not shorter than 150 mm;
  - (ix) that plant has no dead or torn roots;
  - (x) the stem of that plant is straight; and
  - (xi) where such a plant has been established in a container, that plant has not been established in such container for longer than one year:
- (4) A plant of *Vitis* spp. that has not been certified may be sold, if -
- (a) in the case of a scion graft shoot -
    - (i) that shoot does not originate from a plant younger than two years;
    - (ii) the buds of that shoot are dormant for graft purposes and show no signs of budding or swelling;
    - (iii) that shoot is well-matured over the entire length thereof; and
    - (iv) the diameter between the nodes over the entire length of that shoot is between 6 mm and 12 mm;
  - (b) in the case of a scion plant shoot -
    - (i) that shoot does not originate from a plant younger than two years;
    - (ii) the buds of that shoot are dormant and show no signs of budding or swelling;
    - (iii) that shoot is at least 300 mm in length;
    - (iv) that shoot is well-matured over the entire length thereof;
    - (v) that shoot has no anchors or side shoots;
    - (vi) that shoot is straight enough to fit in its length between two parallel straight lines 30 mm apart; and
    - (vii) the diameter of that shoot between the two upper buds is not less than 4 mm;
  - (c) each rootstock graft shoot, rootstock plant shoot, rootstock of a grafted plant and rooted rootstock plant originates from a parent plantation that is cultivated only for the production of rootstocks;
  - (d) in the case of a rootstock graft shoot -

- (i) that shoot does not originate from a plant younger than two years;
  - (ii) that shoot is well-matured over the entire length thereof;
  - (iii) a node appears on the base of that shoot;
  - (iv) the length of that shoot is between 260 mm and 280 mm;
  - (v) the diameter between nodes over the entire length of that shoot is between 6 mm and 12 mm;
  - (vi) that shoot has no anchors or side shoots; and
  - (vii) that shoot is straight enough to fit in its length between two parallel straight lines 30 mm apart;
- (e) in the case of a rootstock plant shoot -
- (i) that shoot does not originate from a plant younger than two years;
  - (ii) that shoot is well-matured over the entire length thereof;
  - (iii) that shoot is at least 300 mm in length;
  - (iv) the diameter of that shoot between the two upper buds is not less than 4 mm;
  - (v) that shoot has no anchors or side shoots; and
  - (vi) that shoot is straight enough to fit in its length between two parallel straight lines 30 mm apart;
- (f) in the case of a rooted rootstock plant -
- (i) that plant has at least one mature shoot with a minimum length of 150 mm, or at least two mature shoots with minimum length of 100 mm each;
  - (ii) the two-year-old part of that plant is at least 250 mm long;
  - (iii) at least two well developed roots appear on the base of that plant;
  - (iv) no dead parts appear on that plant; and
  - (v) the roots of that plant have not been cut back shorter than 100 mm;
- (g) in the case of a rooted rootstock plant in a container, excluding a plant that is cultivated from a one-bud cutting, that plant has -
- (i) a stem at least two years old and 200 mm in length and with an internode diameter of at least 5 mm;
  - (ii) at least one well hardened off one-year-old shoot with a minimum length of 150 mm, that, when dormant, is well-matured over at least two thirds thereof; and
  - (iii) at least two well developed roots on the base thereof;

- (h) in the case of a rooted rootstock plant that is cultivated from a one-bud cutting and is established in a container -
  - (i) that plant has at least one shoot with a minimum length of 100 mm that, when dormant, is well-matured over at least two thirds of the length thereof; and
  - (ii) at least two well developed roots appear on the base of that plant;
- (i) in the case of a rooted grafted plant that is not established in a container -
  - (i) the diameter of the scion of that plant is not more than 3 mm thicker and not more than 3 mm thinner than the rootstock;
  - (ii) at least two well developed roots appear on the base of that plant;
  - (iii) no signs are visible of the removal of roots thicker than 2 mm in diameter from the scion of that plant;
  - (iv) no live buds appear on the rootstock of that plant;
  - (v) that plant has at least one mature shoot with a minimum length of 100 mm when it is of the variety Barlinka or Hanepoot and 150 mm when it is of another variety;
  - (vi) the rootstock of that plant is at least 200 mm in length; and
  - (vii) no dead parts appear on that plant; and
- (j) in the case of a grafted plant in a container -
  - (i) the side graft union of that plant is firmly callused through at least the bottom three quarters of that union;
  - (ii) the top graft union of that plant is firmly callused right around;
  - (iii) the diameter of the scion of that plant is not more than 2 mm thicker or more than 3 mm thinner than the rootstock;
  - (iv) the length of any rootstock stem originating from dormant wood is at least 150 mm and the internode diameter thereof is at least 5 mm;
  - (v) with the exception of a cartonaged plant, that plant has at least one shoot with a minimum length of 150 mm that, when dormant, is well-matured over at least two-thirds of the length thereof;
  - (vi) when cartonaged, that plant has at least one shoot with a minimum length of 100 mm;
  - (vii) at least three well-developed roots appear on the base of that plant; and
  - (viii) no signs are visible of the removal of roots thicker than 2 mm in diameter from the scion of that plant; and

- (k) in the case of a rooted green-grafted plant in a container –
  - (i) the graft union of a green-grafted plant in a container must be firmly callused right around;
  - (ii) the internodal diameter of the scions of such a plant must be at least 1,5 mm;
  - (iii) each one-year-old plant, when dormant, must have at least one mature shoot with a minimum length of 80 mm;
  - (iv) each one-year-old plant, when not dormant, which has stood over for one season after grafting, must have at least one green shoot with a minimum length of 80 mm;
  - (v) the rootstock of such a plant must have a length of at least 100mm, with an internodal diameter of at least 1,5 mm and be well-matured over the entire length thereof; and
  - (vi) each plant must have at least three well-developed roots that are evenly spread around the base thereof.

***Marking and labelling of plants***

47.(1) Subject to the provisions of sub-regulation (4), a plant that is sold must be furnished with a label on which is indicated in clearly legible symbols, letters and figures -

- (a) the recognised name of the kind to which such plant belongs;
- (b) the denomination which is generally used for the variety concerned, unless the registrar determines otherwise in respect of a particular kind of plant;
- (c) in the case of a plant referred to in regulations 31(2), (3) and (4) that has been grafted into a rootstock, also the particulars referred to in paragraphs (a) and (b) in respect of such rootstock;
- (d) the name and address of the premises where such plant is sold or was grown: Provided that where such plant is resold, the name and address of the premises from which it was obtained, may also, or instead thereof, be indicated;
- (e) the number of the lot/batch of propagation material or plants to which such plant belongs.

(2) If a plant referred to in sub-regulation (1) is certified, the label in respect of such plant must also contain -

- (a) the certification number of the certificate issued in respect of the lot/batch concerned; and
  - (b) the further information which must appear on such label in terms of the scheme concerned.
- (3) The appropriate information referred to in sub-regulations (1) and (2) -
- (a) may be indicated as an alternative on a container in which a plant grows when sold, or on a label attached to such container; and
  - (b) may, in the case where plants are packed in bundles, be indicated on a label attached to each separate bundle.
- (4) The provisions of sub-regulation (1) shall not apply to the sale of plants that are cultivated in containers and supplied on a large scale direct to a producer for commercial planting: Provided that -
- (a) such producer must take delivery of the plants at the nursery, or the nursery concerned must deliver the plants direct to the producer at his premises; and
  - (b) the information referred to in sub-regulation (1) is furnished in an accompanying invoice.
- (5) When a variety is advertised, offered for sale or marketed, it is permitted to associate a trademark, trade name or other similar indication with an approved variety denomination.
- (6) The trademark, trade name or other similar indication referred to in sub-regulation (5) may not be used alone without the approved variety denomination; the variety denomination must at all times be easily recognisable.

***Inspection and sampling of plants and vegetative propagating material***

48.(1) Plants and propagating material grown at registered premises must be presented for inspection and sampling in terms of sections 41(2), 42(1)(e) or 42(6) of the Act in such a manner that -

- (a) access to the plants and propagating material concerned can be readily obtained; and
  - (b) all the marks, printing or writing on the plants or containers or on labels attached to such containers can be readily read.
- (2) Plants and propagating material are intended for export, must comply with the requirements of this Act.

(3) In cases where the Registrar, employee or authorised person cannot inspect premises or take samples due to –

- (a) inability to access the area, or
- (b) insufficient light to read the marks, printing or writing on the containers of the seed concerned, or on labels attached to such containers,

the person in charge of the place or premises in question, the exporter thereof or his agent, must render all reasonable assistance required to enable him to obtain the required sample and to identify the plants or material concerned.

(4) When an inspection of plants or propagating material is undertaken and/or samples of such material is tested, examined or analysed upon request of the owner or person in control of the premises for purposes of export or otherwise, the applicant concerned is liable for the cost of such sampling and tests.

***Declaration relating to plants or propagating material imported for immediate export or for purposes other than cultivation***

49.(1) The provisions of regulation 42 shall apply with the necessary changes for the import of plants and propagating material for immediate export or import for purposes other than cultivation thereof.

***Application for export certificate for plants or vegetative propagating material***

50.(1) In cases where plants or vegetative propagating material intended for export does not comply with the requirements of the Act, an application for an export certificate must be submitted in terms of section 44(3) of the Act on the form obtainable from the Registrar for this purpose.

(2) An application referred to in sub-regulation (1) must be submitted in respect of each separate consignment and each such application must -

- (a) be accompanied by the application fee specified in item 1(a) of Table 1; and
- (b) reach the registrar at least 30 days prior to the date of intended export to allow for the period to conduct the required laboratory tests.

***Examination and sampling of plants or vegetative propagating material intended for export***

51.(1) Plants or vegetative propagating material intended for export must be presented for examination and sampling in accordance with the provisions of regulation 48.

(2) When an inspection of plants or propagating material is undertaken and/or samples of such material is tested, examined or analysed upon request of the owner or person in control of the premises for purposes of export or otherwise, the applicant concerned is liable for the cost of such sampling and tests.

## CHAPTER V: REGISTRATION OF VARIETIES

### *Register of varieties*

52.(1) The register of varieties as kept by the Registrar referred to in section 6 of the Act must contain the following information –

- (a) the denomination of each variety and any approved amendment thereof, including the date of such amendment;
- (b) breeder's reference, where available;
- (c) the approved synonym for each variety, where applicable;
- (d) the name of the applicant for each variety;
- (e) the country code for the country of origin of the variety;
- (f) the name of the person who has been appointed as the local agent;
- (g) the kind of plant for each variety indicating the scientific and common name;
- (h) the UPOV code for the kind of plant for each variety;
- (i) the application number and filing date for each variety;
- (j) National Varietal List Journal number and publication date on which the application was published for each variety;
- (k) the date on which an application for national listing is withdrawn or rejected;
- (l) the approval number and date of approval for each variety, if approved;
- (m) National Varietal List Journal number and publication date on which the decision for approval was published for each variety;
- (n) National Varietal List Journal number and publication date on which an application has been withdrawn, lapsed or rejected, or a variety denomination has been removed from the national list; and
- (o) such other particulars as the registrar may deem necessary, subject to the provisions of the Act.

(2) Any person requiring a copy of a document referred to in section 6(3) relating to particulars in the register of varieties, must -

- (a) apply in writing to the Registrar; and
- (b) pay the fee specified in item 4 of Table 2 and provide proof thereof to the Registrar.

### ***National Varietal List journal***

53. (1) The Registrar must publish the particulars specified in Table 7 in respect of the following in the National Varietal List journal referred to in section 40 of the Act-

- (a) applications for national listing;
- (b) withdrawal, lapsing or rejection of an application for national listing;
- (c) decisions relating to the approval or refusal for national listing;
- (d) amendment of the applicant and/or agent,
- (e) change of ownership of a variety;
- (f) intention to amend an approved variety denomination;
- (g) amendment of an approved variety denomination;
- (h) addition of a synonym to an approved variety denomination;
- (i) removal of a variety denomination from the national list; and
- (j) any other matter as deemed necessary.

(2) The Registrar must publish the National Varietal List Journal on a quarterly basis-

- (a) on the website of the Department; and
- (b) by electronic circulation to relevant stakeholders.

(3) The publication date of the National Varietal List Journal is the date on which the journal is broadcast electronically.

### ***National Varietal List***

54. (1) The National Varietal List referred to in section 24 of the Act must at least contain the following information:

- (a) the kind of plant (scientific and common name) for each variety;
- (b) the variety denomination or approved amendment thereof for each variety;
- (c) the approved synonym for each variety, where applicable;
- (d) the owner of the variety or the agent;
- (e) date of compulsory certification commencement.

(2) In the case of kinds of plants where specific varieties are not required to be listed, referred to as “open list” in column 3 of Table 1, the expression “All varieties” is indicated for the respective kind of plant in the varietal list.

(3) Notwithstanding the provisions of sub-regulation (2), specific varieties may be listed for the purposes of a certification scheme contemplated in section 45 for the kinds of plants with an open list but must be clearly indicated as “Varieties eligible for certification” below the expression “All varieties”.

#### ***Inspection and copies of documents***

55.(1) Any person needing to inspect a document in terms of section 8(1) must

- (a) make an appointment with the Registrar;
- (b) pay the fee specified in item 5 of Table 2 and provide proof thereof to the Registrar.

(2) Any person requiring a copy of a document referred to in section 8(2) must

- (a) apply in writing to the Registrar; and
- (b) pay the fee specified in item 6 of Table 2 and provide proof thereof to the Registrar.

(3) No person may inspect or be furnished a copy of the confidential information stipulated in section 8(3) of the Act and any correspondence to the applicant regarding approval and refusal for national listing.

#### ***Application for removal of variety denomination***

56. (1) An application for the removal of a variety denomination in terms of section 26(1)(g) by a third party, must be submitted on the form obtainable from the Registrar and must be accompanied by the fee specified in item 10(h) of Table 2.

#### ***Submission of application and payment of application fees***

57. (1) An applicant or agent must submit to the Registrar an original signed application with accompanying documents specified in section 28(1) of the Act by hand, courier or mail to the office of the Registrar.

(2) Proof of payment of the application fee payable in terms of section 28(1)(e) of the Act is specified in item 10(a) of Table 2.

(3) Application fees paid for applications that are subsequently withdrawn or rejected are non-refundable.

- (4) In the case of hemp, the application must also be accompanied by –
- (a) a copy of the hemp permit contemplated in regulation 4.;
  - (b) confirmation of variety registration by the registration or designated authority of another country, if the variety is imported;
  - (c) an analytical report confirming the THC content in the plants (flowering heads and leaves) of the variety from which the propagating material was obtained; and
  - (d) if the THC content exceeds 2%, a copy of the relevant permit in terms of the Medicines Act.”

***Appointment of an agent***

58.(1) An applicant for national listing in terms of section 28 of the Act must, if appointing an agent, submit to the Registrar a duly completed form obtainable from the office of the Registrar or letter stipulating appointment of such agent.

(2) An applicant who is not domiciled and resident in the country may only submit an application through an agent and must inform the Registrar of the appointment of such agent by submitting a duly completed form obtainable from the Registrar or letter stipulating appointment of such agent.

(3) The original signed form or letter referred to in sub-regulation (1) and (2) must be submitted together with an application for national listing.

(4) In the event where an applicant substitutes an appointed agent, the applicant must notify the Registrar of such a substitution by submitting duly completed form obtainable from the office of the Registrar or letter stipulating substitution of such agent.

(5) Notwithstanding the provisions of sub-regulation (1) and (2), if the breeder cannot be traced, a declaration referred to in section 28(3) of the Act must be submitted on the form obtainable from the Registrar.

***Withdrawal of an application for national listing***

59.(1) The applicant for national listing must submit a notice for the withdrawal of an application to the Registrar on the form obtainable from the office of the Registrar.

(2) A duly completed and signed form must be sent electronically, mailed, couriered or hand delivered to the office of the Registrar.

***Submission of plant material and payment of examination fees for tests and trials***

60. (1) An applicant or agent must provide material for tests and trials in accordance with section 35 of the Act to the Registrar in the following manner –

- (a) in the case potatoes, trees and vines, the required amount of plant material must be made available for tests and trials within 5 years from the filing date and the applicant or agent must deliver the material to the office of the Registrar or inform the Registrar of the location of the material, as applicable;
- (b) in the case of all other crops, the required amount of propagating material must be delivered to the office of the Registrar within 24 months from the filing date;
- (c) the specific amount of material to be submitted is obtainable from the office of the Registrar; and
- (d) if the plant material has been submitted for the same variety in terms of the Plant Breeders' Rights Act, 2018 (Act 12 of 2018), another sample is not required in terms of this Act.

(2) Upon delivery of the material or receipt of notification of the availability thereof, the Registrar must issue an invoice to the applicant or agent, as applicable.

(3) The examination fee payable in terms of section 28(1)(e) of the Act is payable in the year that the material is made available for tests and trials and the fee payable is specified in item 10(c) of Table 2.

(4) Upon payment of the examination fee, the applicant or agent must submit proof of payment to the office of the Registrar.

(5) In the case where an application for the same variety has been submitted simultaneously for granting of a plant breeder's right in terms of the Plant Breeders' Rights Act, 2018 (Act 12 of 2018) and the examination fee has been paid in respect of that application, no examination fee is payable.

(6) In the case where an application for national listing is filed after the grant of a plant breeder's right in terms of the Plant Breeders' Rights Act, 2018 (Act 12 of 2018) for the same variety by the same applicant, the Registrar may take over results of the DUS test and trials conducted for plant breeders' rights.

(7) If the Registrar takes over results of DUS test and trials for plant breeders' rights in terms of sub-regulation (6), no examination fees are payable by the applicant.

(8) In cases where results for tests and trials are taken over from the relevant authority of another country in accordance with section 55 of the Act, the applicant must -

- (a) pay the required fee to the authority of the providing country and furnish the Registrar with the proof of payment, and
- (b) furnish the Registrar with propagating material where applicable and upon request.

(9) The examination fee paid for the tests and trials for a variety subsequently refused for approval for national listing is non-refundable.

***Application for an extension to submit material for tests and trials***

61.(1) An applicant or agent who did not furnish the Registrar with material for tests and trials within the prescribed period in accordance to section 35 of the Act, must -

- (a) apply to the Registrar for an extension not exceeding the initial period stipulated in regulation 60(1) on the form obtainable from the Registrar; and
- (b) in the event of imported material, the application must be accompanied with a sworn affidavit as proof that the plant material has been imported into the Country.

***Amendment of an application for national listing***

62.(1) An applicant or agent may apply for amendment of an application for national listing in accordance with section 31 of the Act on the relevant form available from the Registrar for:

- (a) change of applicant or owner;
- (b) change of local agent;
- (c) addition or removal of a synonym;
- (d) any other change as agreed upon by the Registrar.

(2) Amendments affecting the description of the variety are not acceptable.

(3) An applicant or agent must submit proof of payment of the fee specified in item 10(b) of Table 2 for amendment of the application.

***Objection to an application for national listing***

63.(1) Any person may, within 60 days of the publication of particulars in respect of an application made in accordance to section 28 of the Act in a National Varietal List

Journal, lodge an objection with the Registrar in accordance to section 32 (1) of the Act.

(2) Notwithstanding sub-regulation (1), such an objection must be lodged before approval of the variety concerned, as approval for listing constitutes a decision of the Registrar for which an appeal may be lodged in accordance with section 47 of the Act.

(3) The documentation for the objection may be sent electronically or hand delivered, couriered or mailed to the Registrar, and such an objection must:

- (a) state the name and address of the person objecting;
- (b) state the kind of plant and the denomination of the variety in question;
- (c) state the publication date of the Varietal List Journal in which the particulars of the application of the variety concerned were published;
- (d) state the grounds for the objection, substantiated by such proof as may be deemed necessary; and
- (e) be accompanied by proof of payment of the fee specified in item 10(f) of Table 2.

4) If the applicant decides to lodge a counterstatement in accordance to section 32 (3) of the Act, such a counterstatement must:

- a) be sent electronically or hand delivered, couriered or mailed to the Registrar within 60 days of receiving the notification of the objection from the Registrar;
- b) provide detailed responses within 30 working days to the grounds for the relevant objection, substantiated by such proof as may be deemed necessary.

#### ***Variety denomination***

64. (1) The applicant must propose a variety denomination to the Registrar in accordance with section 33 of the Act and such denomination must-

- (a) be suitable to identify the variety;
- (b) be the same as submitted in any other country for the same variety;
- (c) be different from known denominations of any existing varieties of the same or a closely related kind of plant in South Africa or any other country;
- (d) be aligned with the relevant accepted international practices
- (e) not be used more than once in the same variety denomination class.
- (f) not be such as to be liable to mislead or to lead to confusion concerning the characteristics, value, geographical origin, identity of the variety in

question or the identity of the breeder thereof;

- (g) subject to the provisions of sub-regulation (2) not be identical with or similar to, or liable to lead to confusion with a mark which enjoys the protection accorded thereto by the Trademarks Act, 1963 (Act No. 62 of 1963); and
- (h) be in accordance with a list of the denomination classes available from the Registrar.

(2) Notwithstanding anything to the contrary contained in these regulations –

- (a) a mark referred to in sub-regulation (1)(g) may only be approved as a denomination for a variety if the applicant concerned submits documentary proof that the holder of the mark concerned renounces his or her right to such mark as from the date of filing an application for national listing for the variety concerned; and
- (b) the denomination approved by the registrar for a variety in respect of which protection or national listing has been granted by, or an application for protection or listing has been lodged with the appropriate authority in another country in accordance with the laws in force in that country must be the same as the denomination thus protected or thus applied for in such country, on condition however that the provision of subparagraph (a) are complied with and that a priority claim on such denomination is not proved by another person.

(3) If the Registrar finds that the proposed denomination does not satisfy the requirements of sub-regulation (1), the Registrar must within 14 days of receipt of the application request the applicant in writing to propose an alternative denomination.

(4) The applicant must within 30 days from the date of request propose an alternative denomination using the form obtainable from the Registrar.

(5) The duly completed and signed Schedule must be mailed, hand delivered or couriered to the office of the Registrar.

#### ***Amendment of a variety denomination***

65.(1) A request for the amendment of the approved denomination for a variety in terms of section 34(3) must –

- (a) be in accordance with regulation 64;
- (b) be submitted to the Registrar by the applicant using the relevant form obtainable from the Registrar; and

- (c) the duly completed signed original Schedule accompanied by the proof of payment of the fee specified in item 10(d) of Table 2 must be mailed, hand delivered or couriered to the office of the Registrar.
- (2) If the Registrar intends to approve the amendment of the denomination, the particulars specified in item 10 of Table 7 in respect thereof must be published in accordance with regulation 53.
- (3) The documentation for the objection against the intended amendment of an approved variety denomination in terms of section 34(5) of the Act must –
- (a) be lodged with the Registrar in writing within 30 days from the date on which the particulars thereof were published in terms of section 40 of the Act;
  - (b) state the name and address of the person objecting;
  - (c) indicate the published particulars of the application concerned;
  - (d) state the grounds on which it is based; and
  - (e) be accompanied by proof of payment of the fee specified in item 10(g) of Table 2.
- (4) The Registrar must within 14 days of the receipt of an objection,
- (a) inform the applicant concerned in writing of the objection; and
  - (b) provide the applicant with a copy of the objection.
- (5) The applicant may lodge with the Registrar a counterstatement against the objection within 30 days of notification.
- (6) In considering the objection, the Registrar may request that further information be furnished as may be deemed necessary.
- (7) After considering all the evidence, the Registrar must make a decision and thereafter in writing inform the person objecting and the applicant concerned of his or her decision and of the grounds on which it is based.
- (8) If the objection against the intended amendment of denomination referred to in sub-regulation (2) is upheld, the applicant must propose another denomination and if approved, the Registrar must publish such denomination.
- (9) If no objection was lodged or if the objection referred to in sub-regulation (3) was not successful, the denomination published in terms of sub-regulation (2) will be considered the approved denomination.

***Addition of a synonym for an approved variety denomination***

66.(1) The agent or introducer of a variety may request the addition of a synonym for an approved variety denomination in the national list on a form obtainable from the Registrar.

(2) The duly completed signed original Schedule accompanied by the proof of payment of the fee specified in item 3 of Table 2 must be mailed, hand delivered or couriered to the office of the Registrar and must be accompanied by written approval from the breeder, if known, for the synonym concerned.

(3) The synonym requested in sub-regulation (1) must comply with the requirements stipulated in regulation 64.

***Evaluation of a variety for value, cultivation and use***

67.(1) The Registrar must notify the applicant of a variety in writing of his or her intention to evaluate the variety in question in terms of section 38 of the Act and specify-

- (a) the reason for the intended evaluation;
- (b) the quantity of plants or propagating material required for such evaluation;  
and
- (c) the date and place for delivery.

(2) The variety will be evaluated in accordance with internationally accepted standards for the kind of plant in relation to the respective traits that are to be evaluated.

***Hearing of an objection***

68.(1) The procedure at the hearing of an objection in terms of section 39 of the Act must be as follows:

- (a) parties must submit their evidence to the Registrar and exchange the same between themselves within seven days of the date of receipt of notification of the hearing from the Registrar.
- (b) at the hearing, the Registrar or his or her representative will chair the proceedings and provide secretarial services to record the proceedings.
- (c) all parties or their representatives will be allowed to call witnesses during the hearing and to cross-examine other witnesses;
- (d) the onus rests with each party to notify his or her witnesses of the date, place and time of the hearing and to ensure their presence at the hearing;

- (e) the person who lodged the objection or their representative will be allowed to present his or her case first and to call witnesses; and
  - (f) The applicant for varietal listing against which an objection is lodged, or their representative, will then be allowed to present his or her case and to call witnesses.
- (2) The Registrar may, when considering the matter at the hearing utilize one or more of the persons contemplated in section 48 of the Act to assist and advise with regard to the hearing of the objection.
- (3) After hearing all the evidence, the Registrar must within 21 days consider the evidence and reach a decision, and in writing advise all parties concerned, of his or her decision and of the grounds on which it is based.
- (4) The Registrar must make available copies of the proceedings to the parties concerned within 14 days of the finalisation of the matter.
- (5) The Registrar must publish any amendment resulting from a decision on an objection.

## CHAPTER VI: SCHEMES

### *Application for establishment of a scheme*

69. (1) An application referred to in section 45(5) of the Act, must be submitted in writing to the Registrar containing at least the following information:
- (a) name of the proposed scheme and the kinds of plants that will be subject to the scheme
  - (b) name and address of the organisation or association seeking to be the designated authority
  - (c) the constitution of the organisation or association
  - (d) whether the scheme must be voluntary or compulsory
  - (e) the main objective of the scheme, whether it is phytosanitary and/or varietal integrity
  - (f) name and address of the organisation that will be responsible for operation of the scheme, if applicable, to which the functions and duties of the authority will be delegated
  - (g) confirmation that the scheme will be operated at own cost, or if not at own cost, the source of finances for such operations;

- (h) proposed scheme containing at least the elements set out in regulation 70.
- (2) The Registrar must consider the application received and submit a recommendation for consideration by the Minister after consultations with the applicant and relevant industry.
- (3) The Registrar must notify the applicant in writing within 30 days of receiving the decision from the Minister and if approved, publish a notice in the Gazette.
- (4) A written agreement in the form of a Memorandum of Agreement must be entered into between the designated authority and the Department upon appointment of the organisation as designated authority. The agreement must contain at least the following:
  - (a) role and duties of the designated authority including key responsibilities
  - (b) role and duties of the Department
  - (c) monitoring and evaluation of the scheme
- (5) A person who feels aggrieved by the decisions or actions of the designated authority, must follow the appeal procedure in terms of section 47 of the Act.

***Provisions of the scheme***

- 70.(1) The Minister must in a notice relating to the establishment of a scheme, -
- (a) indicate the kinds of plants and varieties thereof to which the provisions of the scheme will apply;
  - (b) provide that an area of land utilized for the cultivation of plants or propagating material in terms of a scheme, must be registered as a unit with the designated authority referred to in section 45(6)(a) of the Act;
  - (c) provide for the manner in which an application for registration as a unit must be submitted, the information which must accompany such an application and the circumstances under which such registration shall lapse, be refused or be cancelled;
  - (d) determine the requirements and conditions to which a unit must comply to be eligible for registration, and the period of validity of such registration;
  - (e) determine that, as from the date on which a unit is registered in terms of a scheme, the provisions of such scheme shall be binding on the person in whose favour that unit is registered;
  - (f) provide for the manner in which the control of the plants and propagating material intended for certification under a scheme must be produced and

treated;

- (g) determine the manner in which and the times at which any inspection of units or of plants or propagating material with reference to which the provisions of a scheme are applicable, shall be carried out, and authorize the designated authority to determine the forms to be used in connection with such an inspection;
- (h) determine the requirements and standards of quality that plants and propagating material must comply with for certification in terms of a scheme;
- (i) determine the way in which plants and propagating material must be certified, the form of a certificate in connection therewith and the circumstances under which such a certificate shall lapse;
- (j) determine the way in which certified plants and propagating material must be packed, marked, labelled, sealed, stored or distributed, and the specifications of the labels and seals to be used therefore;
- (k) determine the information which must appear on the containers in which certified plants and propagating material are packed, or on labels affixed thereto;
- (l) determine the records to be kept and the information to be furnished by any person in whose favour a unit is registered under a scheme;
- (m) determine the fees or charges payable in terms of a scheme, or where the designated authority has been appointed to operate at own cost, authorize such authority to determine the fees or charges, and stipulate that the rendering of any service may be refused to a person who is indebted to any such authority in any amount in respect of such fees or charges;
- (n) confer on the designated authority or on any person authorized in writing by any such authority to enforce any provision of a scheme, the powers of inspection referred to in section 42(1);
- (o) declare that the provisions of section 47 shall *mutatis mutandis* apply with reference to any person who feels aggrieved by any decision or action taken in connection with a scheme by a designated authority; and
- (p) provide generally for any other matter which, in the opinion of the Minister, is necessary or expedient in order to further or better achieve the objectives of a scheme, the generality of the powers conferred by this paragraph not being limited by the preceding paragraphs.

(2) The designated authority referred to in section 45(6)(a) of the Act, must enter into written agreement with the person it authorizes to exercise, perform or carry out any power, function or duty of that authority as provided for in section 46(2) of the Act.

(3) A designated authority who desires to extend the scope of the established scheme to include a kind of plant that has been declared in terms of the Act, a request for the inclusion of such plant must be submitted to the Registrar.

(4) The provisions of regulation 69(2) and (3) are applicable with the necessary changes for processing the request referred to in sub-regulation (3).

## **CHAPTER VII: GENERAL**

### ***Appeal against a decision or an action of the Registrar or designated authority***

71.(1) An appeal in terms of section 47 of the Act must -

- (a) be lodged through the Director-General in writing within 60 days of the date on which the Registrar or designated authority has given any person referred to in that section written notice of the decision or action concerned or publication of the decision or action concerned in terms of regulation (journal);
- (b) state the reference number and date of the document or National Varietal List Journal by means of which such person was notified of such decision or action;
- (c) state the kind of plant, variety denomination and application or approval number of the variety concerned for which such a decision or action was taken;
- (c) state the grounds on which the appeal is based; and
- (d) be accompanied by proof of payment of the fee specified in item 10(i) of Table 2.

(2) The contact details of the Director-General, to which the appeal documentation must be submitted, may be obtained upon request from the office of the Registrar located within the department.

### ***Remuneration of persons appointed in terms of the Act***

72. (1) A person who is appointed in terms of:

- a) section 39 (3) for hearing of an objection; and
- b) section 48 (1) for consideration of an appeal

and who is not an employee, must be remunerated according to Category C 2 of the Manual for the Application of the System for the Administration of the Service Benefit Packages for Office-bearers of Certain Statutory and other Institutions.

(2) A member of the Advisory Committee appointed in terms of section 51 of the Act must receive subsistence and travelling allowance as determined by National Treasury regulations, and in accordance with the department's prescripts.

#### ***Repeal of existing Regulations***

73. Regulations relating to establishments, varieties, plants and propagating materials made in terms of Acts repealed by the Act are hereby repealed.

#### ***Commencement of Regulations***

74. These regulations comes into operation on 1 December 2025.

### **CHAPTER VIII: TABLES**

Table 1: Kinds of plants regulated by the Act

Table 2: Tariffs

Table 3: Quantities for non-commercial seed

Table 4: Requirements for seed

Table 5: Compulsory certification of varieties

Table 6: Ports of entry

Table 7: Particulars relating to varieties to be published

TABLE 1  
KINDS OF PLANTS AND PROVISIONS OF ACT APPLICABLE  
[Reg. 2]

1 Kind of plant		2	3	4	5
Scientific name	Common name	Sections of the Act not applicable	Status of varietal list (closed / open)	Type of propagation (seed / vegetative)	Use (Agriculture Vegetable Fruit)
<i>×Agrotriticum</i> spp.	Agrotriticum	24-38	open	S	A
<i>Actinidia</i> spp.	Kiwi fruit	24-38	open	V	F
<i>Allium cepa</i> L.	Onion		closed	S	V
<i>Allium fistulosum</i> L.	Bunching onion	24-38	open	S	V
<i>Allium fistulosum</i> L. x <i>A. cepa</i> L.	New bunching onion	24-38	open	S	V
<i>Allium porrum</i> L.	Leek	24-38	open	S	V
<i>Anacardium occidentale</i> L.	Cashew nut	24-38	open	V	F
<i>Anthephora pubescens</i> Nees	Bottlebrush grass, Wool grass		closed	S	A
<i>Arachis hypogaea</i> L.	Groundnut		closed	S	A
<i>Asparagus officinalis</i> L.	Asparagus	24-38	open	S,V	V
<i>Avena nuda</i> L.	Naked oats		closed	S	A
<i>Avena sativa</i> L.	Oats		closed	S	A
<i>Avena sativa</i> L. [syn. <i>Avena byzantina</i> K. Koch]	Red oats	24-38	open	S	A
<i>Avena strigosa</i> Schreb.	Black oats	24-38	open	S	A
<i>Bertholletia excelsa</i> Humb. & Bonpl.	Brazil nut	24-38	open	V	F
<i>Beta vulgaris</i> L.	Fodder beet	24-38	open	S	A
<i>Beta vulgaris</i> L.	Garden beet		closed	S	V
<i>Beta vulgaris</i> L.	Sugar beet		closed	S	A
<i>Beta vulgaris</i> L.	Swiss chard	24-38	open	S	V
<i>Brassica napus</i> L.	Forage rape	24-38	open	S	A
<i>Brassica napus</i> L.	Swede	24-38	open	S	V
<i>Brassica napus</i> L.	Oilseed rape (canola)		closed	S	A
<i>Brassica oleracea</i> L.	Cauliflower		closed	S	V
<i>Brassica oleracea</i> L.	Cabbage		closed	S	V
<i>Brassica oleracea</i> L.	Brussels sprouts	24-38	open	S	V
<i>Brassica oleracea</i> L.	Kohlrabi, Stem turnip	24-38	open	S	V
<i>Brassica oleracea</i> L.	Broccoli		closed	S	V

1 Kind of plant		2 Sections of the Act not applicable	3 Status of varietal list (closed / open)	4 Type of propagation (seed / vegetative)	5 Use (Agriculture Vegetable Fruit)
Scientific name	Common name				
<i>Brassica oleracea</i> L.	Savoy cabbage	24-38	open	S	V
<i>Brassica oleracea</i> L.	Curly kale, Borecole	24-38	open	S	V
<i>Brassica oleracea</i> L.	Fodder kale	24-38	open	S	A
<i>Brassica rapa</i> L. [including <i>B. campestris</i> L.; <i>B. chinensis</i> L.; <i>B. pekinensis</i> (Lour.) Rupr.; <i>B. perviridis</i> (L.H. Bailey) L.H. Bailey]	Turnip	24-38	open	S	V
<i>Brassica rapa</i> L. [including <i>B. campestris</i> L.; <i>B. chinensis</i> L.; <i>B. pekinensis</i> (Lour.) Rupr.; <i>B. perviridis</i> (L.H. Bailey) L.H. Bailey]	Chinese cabbage, pak-choi	24-38	open	S	V
<i>Bromus catharticus</i> Vahl	Rescue grass		closed	S	A
<i>Cajanus cajan</i> (L.) Huth	Pigeon Pea	24-38	open	S	A
<i>Camellia sinensis</i> (L.) Kuntze [syn. <i>Thea sinensis</i> L.]	Tea	24-38	open	V	F
<i>Cannabis sativa</i> L.	Hemp		closed	S,V	A
<i>Capsicum</i> spp.	Chilli, Hot pepper, Sweet pepper, Paprika, Pepper rootstock		closed	S	V
<i>Carica papaya</i> L.	Papaya	24-38	open	V	F
<i>Carya illinoensis</i> (Wagenh.) K. Koch	Pecan nut	24-38	open	V	F
<i>Castanea sativa</i> Mill.	Chestnut	24-38	open	V	F
<i>Cenchrus ciliaris</i> L.	Blue buffalo grass		closed	S	A
<i>Chloris gayana</i> Kunth	Rhodes grass		closed	S	A
<i>Citrullus lanatus</i> (Thunb.) Matsum. et Nakai	Watermelon		closed	S	V
<i>Citrullus lanatus</i> (Thunb.) Matsum. et Nakai	Wild melon, makataan	24-38	open	S	V
<i>Citrus</i> spp.	Lemon, lime, orange, tangerine, clementine, tangerine, satsuma, mandarin, grapefruit, pummelo and hybrids thereof.	24-38	open	V	F
<i>Coffea</i> spp.	Coffee	24-38	open	V	F
<i>Coriandrum sativum</i> L.	Coriander	24-38	open	S	V
<i>Corylus avellana</i> L.	Hazel nut	24-38	open	V	F
<i>Cucumis melo</i> L.	Sweet melon		closed	S	V
<i>Cucumis sativus</i> L.	Cucumber		closed	S	V

1		2	3	4	5
Kind of plant	Common name				
Scientific name		Sections of the Act not applicable	Status of varietal list (closed / open)	Type of propagation (seed / vegetative)	Use (Agriculture Vegetable Fruit)
<i>Cucumis</i> spp.	Cucumis rootstock		closed	S	V
<i>Cucurbita maxima</i> Duch.	Pumpkin, Squash		closed	S	V
<i>Cucurbita moschata</i> Duch.	Pumpkin, Squash		closed	S	V
<i>Cucurbita pepo</i> L.	Squash, Zucchini, Vegetable marrow		closed	S	V
<i>Cucurbita</i> spp.	Cucurbita rootstock		closed	S	V
<i>Cydonia</i> spp.	Quince	24-38	open	V	F
<i>Cydonia</i> spp.	Quince rootstock		closed	V	F
<i>Dactylis glomerata</i> L.	Cocksfoot		closed	S	A
<i>Daucus carota</i> L.	Carrot		closed	S	V
<i>Desmodium intortum</i> (Mill.) Urb.	Green leaf desmodium	24-38	open	S	A
<i>Desmodium uncinatum</i> (Jacq.) DC.	Silver leaf desmodium	24-38	open	S	A
<i>Digitaria eriantha</i> Steud.	Smuts finger grass		closed	S	A
<i>Echinochloa crus-galli</i> (L.) P. Beauv.	Japanese Millet	24-38	open	S	A
<i>Eleusine corocana</i> (L.) Gaertn.	Finger millet	24-38	open	S	A
<i>Eragrostis curvula</i> (Schrad.) Nees	Weeping lovegrass		closed	S	A
<i>Eragrostis tef</i> (Zucc.) Trotter	Teff		closed	S	A
<i>Fagopyrum esculentum</i> Moench	Buckwheat	24-38	open	S	A
<i>Festuca arundinacea</i> Schreb.	Tall fescue		closed	S	A
* <i>Festulolium</i> spp.	Festulolium		closed	S	A
<i>Ficus</i> spp.	Fig	24-38	open	V	F
<i>Foeniculum vulgare</i> Mill.	Fennel	24-38	open	S	V
<i>Fortunella</i> spp.	Kumquat and hybrids thereof.	24-38	open	V	F
<i>Fragaria x ananassa</i> Duch.	Strawberry	9-21	closed	V,S	F
<i>Glycine max</i> (L.) Merrill	Soya bean		closed	S	A
<i>Gossypium hirsutum</i> L. [including interspecific hybrids]	Cotton		closed	S	A
<i>Helianthus annuus</i> L.	Sunflower		closed	S	A
<i>Hordeum vulgare</i> L.	Barley		closed	S	A
<i>Juglans regia</i> L.	Walnut	24-38	open	V	F

1 Kind of plant		2 Sections of the Act not applicable	3 Status of varietal list (closed / open)	4 Type of propagation (seed / vegetative)	5 Use (Agriculture Vegetable Fruit)
Scientific name	Common name				
<i>Kummerowia striata</i> (Thunb.) Schindl. [syn. <i>Lespedeza striata</i> (Thunb.) Hook. et Arn.]	Common Lespedeza	24-38	open	S	A
<i>Lablab purpureus</i> (L.) Sweet [syn. <i>Dolichos lablab</i> L.]	Lab-Lab bean	24-38	open	S	A
<i>Lactuca sativa</i> L.	Lettuce	24-38	open	S	V
<i>Lespedeza cuneata</i> (Dum. Cours.) G. Don	Chinese Lespedeza	24-38	open	S	A
<i>Lespedeza striata</i> (Thunb.) Hook. et Arn. – <b>see Kummerowia striata</b>					
<i>Litchi chinensis</i> Sonn	Litchi	24-38	open	V	F
<i>Lolium *boucheanum</i> Kunth – <b>see Lolium *hybridum</b>					
<i>Lolium *hybridum</i> Hausskn. [syn. <i>Lolium *boucheanum</i> Kunth]	Hybrid ryegrass		closed	S	A
<i>Lolium multiflorum</i> Lam.	Italian and Westerwold ryegrass		closed	S	A
<i>Lolium perenne</i> L.	Perennial ryegrass		closed	S	A
<i>Lolium rigidum</i> Gaudin	Wimmera ryegrass, Rigid ryegrass	24-38	open	S	A
<i>Lotus corniculatus</i> L.	Birdsfoot trefoil	24-38	open	S	A
<i>Lupinus albus</i> L.	White lupin		closed	S	A
<i>Lupinus angustifolius</i> L.	Narrow leaf lupin		closed	S	A
<i>Lupinus luteus</i> L.	Yellow lupin	24-38	open	S	A
<i>Lycopersicon esculentum</i> Mill. – <b>see Solanum lycopersicum</b>					
<i>Macadamia</i> spp.	Macadamia nut	24-38	open	V	F
<i>Malus</i> spp.	Apple		closed	V	F
<i>Mangifera indica</i> L.	Mango	24-38	open	V	F
<i>Medicago littoralis</i> Rohde ex Loisel.	Strand medic	24-38	open	S	A
<i>Medicago polymorpha</i> L.	Burr medic	24-38	open	S	A
<i>Medicago rugosa</i> Desr.	Gama medic	24-38	open	S	A
<i>Medicago sativa</i> L.	Lucerne	24-38	closed	S	A
<i>Medicago scutellata</i> (L.) Mill.	Snail medic	24-38	open	S	A

1		2	3	4	5
Kind of plant	Common name				
Scientific name	Common name	Sections of the Act not applicable	Status of varietal list (closed / open)	Type of propagation (seed / vegetative)	Use (Agriculture Vegetable Fruit)
<i>Medicago truncatula</i> Gaertn.	Barrel medic	24-38	open	S	A
<i>Megathyrus maximus</i> (Jacq.) B.K. Simon & S.W.L. Jacobs [syn. <i>Panicum maximum</i> Jacq.]	White buffalo grass		closed	S	A
<i>Melilotus albus</i> Medik.	White sweet clover	24-38	open	S	A
<i>Microcitrus</i> spp.	Finger limes and hybrids thereof.	24-38	Open	S/V	F
<i>Nicotiana tabacum</i> L.	Tobacco		closed	S	A
<i>Olea europaea</i> L.	Olive	24-38	open	V	F
<i>Ornithopus compressus</i> L.	Yellow serradella	24-38	open	S	A
<i>Ornithopus sativus</i> Brot.	Serradella	24-38	open	S	A
<i>Oryza sativa</i> L.	Rice		closed	S	A
<i>Panicum coloratum</i> L.	Small Buffalo grass	24-38	open	S	A
<i>Panicum maximum</i> Jacq. – see <b>Megathyrus maximus</b>					
<i>Paspalum dilatatum</i> Poir.	Dallis grass	24-38	open	S	A
<i>Paspalum notatum</i> Flügge	Bahia grass	24-38	open	S	A
<i>Passiflora</i> spp.	Granadilla	24-38	open	V	F
<i>Pastinaca sativa</i> L.	Parsnip	24-38	open	S	V
<i>Pennisetum clandestinum</i> Hochst. ex Chiov.	Kikuyu	24-38	open	S	A
<i>Pennisetum glaucum</i> (L.) R. Br.	Pearl millet	24-38	open	S	A
<i>Persea americana</i> Mill.	Avocado	24-38	open	V	F
<i>Petroselinum crispum</i> (Mill.) Fuss	Parsley	24-38	open	S	V
<i>Phalaris aquatica</i> L.	Harding grass	24-38	open	S	A
<i>Phaseolus coccineus</i> L.	Kidney bean	24-38	open	S	A
<i>Phaseolus vulgaris</i> L.	Dry bean		closed	S	A
<i>Phaseolus vulgaris</i> L.	Garden bean (dwarf & runner)		closed	S	V
<i>Pistacia</i> spp.	Pistachio	24-38	open	V	F
<i>Pisum sativum</i> L. <i>sensu lato</i>	Dry pea		closed	S	A
<i>Pisum sativum</i> L. <i>sensu lato</i>	Garden pea		closed	S	V
<i>Poncirus</i> spp.	Trifoliolate orange and hybrids thereof.	24-38	open	S, V	F
<i>Prunus amygdalus</i> Batsch. – see <b>Prunus dulcis</b>					

1		2	3	4	5
Kind of plant	Common name				
Scientific name		Sections of the Act not applicable	Status of varietal list (closed / open)	Type of propagation (seed / vegetative)	Use (Agriculture Vegetable Fruit)
<i>Prunus armeniaca</i> L. [including interspecific hybrids]	Apricot		closed	V	F
<i>Prunus avium</i> (L.) L.	Sweet cherry		closed	V	F
<i>Prunus cerasus</i> L.	Sour cherry		closed	V	F
<i>Prunus domestica</i> L.	Plum, European plum		closed	V	F
<i>Prunus dulcis</i> (Mill.) D.A. Webb [syn. <i>P. amygdalus</i> Batsch.]	Almond		closed	V	F
<i>Prunus persica</i> (L.) Batsch	Peach		closed	V	F
<i>Prunus persica</i> (L.) Batsch var. <i>nucipersica</i> (Sukow)C.K. Schneid.	Nectarine		closed	V	F
<i>Prunus salicina</i> Lindl. [including interspecific hybrids]	Japanese plum		closed	V	F
<i>Prunus</i> spp.	Prunus rootstock		closed	V	F
<i>Psidium guajava</i> L.	Guava	24-38	open	V	F
<i>Pyrus</i> spp.	Pear		closed	V	F
<i>Raphanus sativus</i> L.	Fodder radish		closed	S	A
<i>Raphanus sativus</i> L.	Garden radish	24-38	open	S	V
<i>Ricinus communis</i> L.	Castor oil		closed	S	A
<i>Secale cereale</i> L.	Rye		closed	S	A
<i>Setaria sphacelata</i> (Schum.) Stapf & C. E. Hubb.	Setaria	24-38	open	S	A
<i>Sinapis alba</i> L.	White mustard	24-38	open	S	A
<i>Solanum lycopersicum</i> L. [syn. <i>Lycopersicon esculentum</i> Mill.; <i>L. lycopersicum</i> (L.) H. Karst.]	Tomato		closed	S	V
<i>Solanum melongena</i> L.	Eggplant, Aubergine, Brinjal	24-38	open	S	V
<i>Solanum</i> spp. [excluding declared weed species]	Solanum Rootstock		closed	S	V
<i>Solanum tuberosum</i> L.	Potato	9-21 for tubers 22-38 for laboratories	closed	V,S	A
<b><i>Sorghum bicolor</i> (L.) Moench</b> [syn. <i>S. vulgare</i> Pers.; including <i>S. dochna</i> (Forssk.) Snowden]	Grain sorghum		closed	S	A

1 Kind of plant		2 Sections of the Act not applicable	3 Status of varietal list (closed / open)	4 Type of propagation (seed / vegetative)	5 Use (Agriculture Vegetable Fruit)
Scientific name	Common name				
<i>Sorghum</i> spp. [ <i>S. ×almum</i> Parodi; <i>S. bicolor</i> (L.) Moench × <i>S. sudanense</i> (Piper) Stapf; <i>S. sudanense</i> (Piper) Stapf [excluding declared weed species]]	Annual Forage sorghum	24-38	open	S	A
<i>Sorghum</i> spp. [excluding declared weed species]	Perennial Forage sorghum		closed	S	A
<i>Sorghum</i> spp. [excluding declared weed species]	Industrial sorghum		closed	S	A
<i>Sporobolus fimbriatus</i> (Trin.) Nees	Dropseed grass		closed	S	A
<i>Stylosanthes hamata</i> (L.) Taub.	Caribbean stylo	24-38	open	S	A
<i>Thea sinensis</i> L. – see <b>Camellia sinensis</b>					
<i>Trifolium fragiferum</i> L.	Strawberry clover	24-38	open	S	A
<i>Trifolium hirtum</i> All.	Rose clover	24-38	open	S	A
<i>Trifolium incarnatum</i> L.	Crimson clover	24-38	open	S	A
<i>Trifolium pratense</i> L.	Red clover	24-38	open	S	A
<i>Trifolium repens</i> L.	White clover		closed	S	A
<i>Trifolium resupinatum</i> L.	Persian clover		closed	S	A
<i>Trifolium subterraneum</i> L.	Subterranean clover	24-38	open	S	A
<i>Trifolium vesiculosum</i> Savi	Arrow leaf clover	24-38	open	S	A
× <i>Triticosecale Wittm.</i> ex A. Camus	Triticale		closed	S	A
<i>Triticum aestivum</i> L. ssp. <i>aestivum</i>	Wheat		closed	S	A
<i>Triticum durum</i> Desf. see <b>Triticum turgidum</b>					
<i>Triticum turgidum</i> L. subsp. <i>durum</i> (Desf.) van Slageren [syn. <i>Triticum durum</i> Desf.]	Durum wheat		closed	S	A
<i>Vicia faba</i> L.	Broad bean	24-38	open	S	A
<i>Vicia sativa</i> L. (including <i>V. angustifolia</i> L.)	Common vetch	24-38	open	S	A
<i>Vicia villosa</i> Roth (including <i>V. dasycarpa</i> Ten.)	Hairy vetch	24-38	open	S	A
<b><i>Vigna unguiculata</i></b> (L.) Walp. [syn. <i>V. sinensis</i> (L.) Savi ex Hassk.; incl. <i>Dolichos biflorus</i> L.]	Cowpea	24-38	open	S	A
<i>Vitis</i> spp.	Grapevine		closed	V	F
<i>Zea mays</i> L.	White and yellow maize		closed	S	A

1		2	3	4	5
Kind of plant		Sections of the Act not applicable	Status of varietal list (closed / open)	Type of propagation (seed / vegetative)	Use (Agriculture Vegetable Fruit)
Scientific name	Common name		closed	S	A
<i>Zea mays</i> L.	Sweetcorn				

TABLE 2

## FEES PAYABLE IN TERMS OF PLANT IMPROVEMENT ACT, 2018 (ACT NO. 11 OF 2018)

No.	Particulars of Service and Purpose	Tariff (to be determined in consultation with Minister of Finance)
1	Inspection of the <b>register</b> for Business and Premises	R 17,00 per application
2	A copy of any particulars in the register for Business and Premises [Reg. 9(2)(b)] hard copy and soft copy	R 17,00 per application, plus R2,00 per photocopy
3	Inspection of the <b>register</b> of varieties	R 17,00 per application
4	A copy of any particulars in the <b>register</b> of varieties [Reg. 52(2)(b)] hard copy and soft copy	R 17,00 per application, plus R2,00 per photocopy
5	Inspection of a document submitted to the Registrar in connection with an application for national listing [Reg. 55(1)(b)]	R 17,00 per application
6	A copy of any particulars of a document submitted to the registrar in connection with an application for national listing [Reg. 55(2)(b)]	R 17,00 per application, plus R2,00 per photocopy
7	<b>Registration of Business and Premises under Section 12</b>	
7.1	<b>Application for Registration</b>	
	a) application for registration of a business only [Reg. 12(1)(b)]	R 495.00 each
	b) application for registration of premises in respect of a type of business [Reg. 12(1)(b)]	R 495.00 each
	c) application for registration of additional type of business on the same premises (excluding laboratory) [Reg. 12(1)(b)]	R 241.00 each
7.2	<b>Renewal of Registration</b>	
	a) application for renewal of premises registration in respect of a type of business [Reg. 14(2)]	R 495.00 each
	b) application for renewal of additional types of business on the same premises [Reg. 14(2)]	R 241.00 each
8	Amendment of certificate of registration [Reg. 13(3)]	R 495.00 each
9	<b>Hemp Permit</b>	
	a) Application for a Hemp Permit [Reg. 4(3)]	R 751.00 each
	b) Renewal of a Hemp Permit [Reg. 4(5) (b)]	R 751.00 each
10	<b>National Listing of a Variety</b>	
	a) Application fee [Reg. 57(2)]	R 1965.00 each
	b) Amendment to application for National Varietal Listing [Reg 62(1)]	R 1965.00 each
	c) Examination fee [Reg. 60(3)] Category A (agronomic, vegetable, pasture crops and sweet corn) Category B (white and yellow maize)	R 2290.00 each R 2607.00 each

No.	Particulars of Service and Purpose	Tariff (to be determined in consultation with Minister of Finance)
	<p><b>Note:</b></p> <p>(i) If examination fee has been paid for a Plant Breeder's Right (PBR) in terms of Plant Breeders' Rights Act, 2018 (Act No. 12 of 2018) for the same variety, the NVL examination fee is not payable [Reg. 60(5)]</p> <p>(ii) If a Plant Breeder's right has been granted in terms of Plant Breeders' Rights Act, 2018 (Act No. 12 of 2018) for the same variety, the NVL examination fee is not payable [Reg. 60(6)]</p>	
	d) Application for the amendment or supplementation of the denomination of a variety [Reg. 65(1)(c)]	R 3276.00 each
	e) Application for addition of a synonym for approved denomination of a variety [Reg. 66(2)]	R 3276.00 each
	f) Objection to application for National Listing of a variety [Reg. 63(3)(e)]	R 11 231.00 each
	g) Objection to intended amendment of an approved denomination [Reg. 65(3)(e)]	R 1 509.00 each
	h) Application for removal of an approved variety denomination by third party [Reg. 56(1)]	R 1 509.00 each
	i) Lodgement of appeal against a decision of or steps taken by the Registrar [Reg. 71(1)(d)]	R 7847.00
11	<b>Unlisted Varieties:</b>	
	a) Authorisation to import [Reg. 39(2)]	R 146.00 each
12	<b>Export Certificate in terms of Section 44</b>	
	a) Application for a certificate [Reg. 43(2); 50(2)]	R 122.00 per certificate
	b) Inspection and sampling of plant and propagating material within official office hours [Reg. 38(3)]	R 310 per half hour or portion thereof
	c) Seals for sealing containers of seed for which an export certificate has been issued under section 44 [Reg. 38(3)]	R 0.20 per seal
	d) Purity analysis [Reg. 38(3)]	R 227.00 each
	e) Germination [Reg. 38(3)]	R 1 030.00 each
	<b>TARIFFS NOT PROVIDED FOR BY LEGISLATION</b>	
13	<b>Inspections Relating to Unjustified Complaints Concerning Plants or Propagation Material</b>	
	a) Inspection, sampling and sealing of containers within official office hours	R310.00 per half hour or portion thereof
	b) Purity analysis (grasses excluded)	R 227.00 each
	c) Purity analyses on grasses (excluding where degluming or the blowing method is required)	R 495.00 each
	d) Purity analysis on grasses that require degluming	R 748.00 each
	e) Purity analysis on grasses that require the uniform blowing method	R 655.00 each
	f) Germination test	R 1 030.00 each
	g) Weighed replicate germination test	R 1 229.00 each

No.	Particulars of Service and Purpose	Tariff (to be determined in consultation with Minister of Finance)
	h) Tetrazolium test	R 1 229.00 each
14	<b>International Seed Quality Certificates</b>	
	a) Issuing of seed quality certificates	R 307.00 per certificate
	b) Sampling and sealing of containers within official office hours	R 310.00 per half hour or portion thereof including travelling
	c) Seals for sealing containers	R 0.20 per seal
15	<b>Seed Analyses</b>	
	a) Purity analysis (grasses excluded)	R 227.00 each
	b) Purity analyses on grasses (excluding where degluming or the blowing method is required)	R 495.00 each
	c) Purity analysis on grasses that require degluming	R 748.00 each
	d) Purity analysis on grasses that require the uniform blowing method	R 665.00 each
	e) Germination test	R 1 030.00 each
	f) Weighed replicate germination test	R 1 229.00 each
	g) Other seed determination	R 670.00 each
	h) Alkaloid test	R 174.00 each
	i) Moisture determination	R 320.00 each
	j) Tetrazolium test	R 1 229.00 each
	k) Preference testing for (a) to (j) above	Double tariff
	l) Seed identification	R 348.00 per hour
	m) Seed quality investigation	R 523.00 per hour
16	<b>Seed Technological Examinations</b>	
	a) Annual courses presented in seed testing methods and techniques for a trainee seed analyst	R 5 521.00 per person
	b) Specialist workshop in seed testing methods and techniques for a qualified seed analyst	R 1 109.00 per person day
	c) Practical examination for a seed analyst to act as responsible officer of a seed testing laboratory	R 574.00
17	<b>Plant Improvement services rendered in respect of the maintenance and provision of plant propagation material derived from nucleus plants kept at a departmental quarantine station</b>	
	a) Vegetative propagation material (buds)	R 3.00 per bud
	b) Vegetative propagation material (cuttings)	R 21.00 per cutting
	c) Vegetative propagation material (growing tips for <i>in vitro</i> propagation)	R 21.00 per growing tip
	d) Plants of various fruit crops	R 24.00 per plant
	e) Management of gene source material in repositories	R 146.00 per unit

**TABLE 3**  
**QUANTITIES FOR NON-COMMERCIAL SEED [Reg 5]**

1		2	3
Kind of plant			
Botanical name	Common name	Maximum seed per variety per year (kg)	Maximum seed per packet (g)
× <i>Agrotriticum</i> Cif. & Giacom	Agrotriticum	25	500
<i>Allium cepa</i> L.	Onion	5	20
<i>Allium fistulosum</i> L.	Bunching onion	5	20
<i>Allium fistulosum</i> L. × <i>A. cepa</i> L.	New Bunching onion	5	20
<i>Allium porrum</i> L.	Leek	5	20
<i>Antheophora pubescens</i> Nees	Bottle brush grass, (i) Uncoated seed (ii) Coated seed	5	20
<i>Arachis hypogaea</i> L.	Groundnut	75	500
<i>Asparagus officinalis</i> L.	Asparagus	25	500
<i>Avena nuda</i> L.	Naked oats	25	500
<i>Avena sativa</i> L.	Oats, Red oats	75	500
<i>Avena strigosa</i> Schreb.	Black oats	75	500
<i>Beta vulgaris</i> L.	Garden beet	10	20
<i>Beta vulgaris</i> L.	Sugar beet	1	20
<i>Brassica napus</i> L. var. <i>napus</i>	Oilseed rape	2	20
<i>Brassica napus</i> L. var. <i>napobrassica</i> (L.) Rchb.	Forage rape and Swede	2	20
<i>Brassica oleracea</i> L.	Broccoli	5	10
<i>Brassica oleracea</i> L.	Cabbage	5	10
<i>Brassica oleracea</i> L.	Cauliflower	5	10
<b><i>Brassica rapa</i> L.</b>	Chinese cabbage, Pak-choi, Turnip	2	20
<i>Bromus catharticus</i> Vahl	Rescue grass	1	20
<i>Cajanus cajan</i> (L.) Huth	Pigeon pea	50	500
<i>Cannabis sativa</i> L. (*8)	Hemp	0	0
<i>Capsicum</i> spp.	Chilli, Hot pepper, Sweet pepper, Paprika and Pepper rootstock	1	15
<i>Cenchrus ciliaris</i> L.	Blue buffalo grass	1	15
<i>Chloris gayana</i> Kunth	Rhodes grass	1	15
<i>Citrullus lanatus</i> (Thunb.) Matsum. et Nakai	Watermelon	1	50
<i>Coriandrum sativum</i> L.	Coriander	1	30
<i>Cucumis melo</i> L.	Sweet melon	1	30
<i>Cucumis sativus</i> L.	Cucumber	1	20
<i>Cucumis</i> spp.	Cucumis rootstock	1	

1 Kind of plant		2	3
Botanical name	Common name	Maximum seed per variety per year (kg)	Maximum seed per packet (g)
<i>Cucurbita maxima</i> Duch.	Pumpkin, Squash	15	60
<i>Cucurbita moschata</i> Duch.	Pumpkin, Squash	15	60
<i>Cucurbita pepo</i> L.	Squash, Vegetable marrow, Zucchini	5	30
<i>Cucurbita</i> spp.	Cucurbita Rootstock	5	30
<i>Dactylis glomerata</i> L.	Cocksfoot	1	20
<i>Daucus carota</i> L.	Carrot	2	20
<i>Desmodium intortum</i> (Mill.) Urb. (*2)	Green leaf desmodium	1	20
<i>Desmodium uncinatum</i> (Jacq.) DC. (*2)	Silver leaf desmodium	1	20
<b><i>Digitaria eriantha</i> Steud.</b> [syn. <i>D. smutsii</i> Stent; <i>D. decumbens</i> Stent]	Smuts finger grass	1	20
<i>Echinochloa crus-galli</i> (L.) P. Beauv.	Japanese millet	25	200
<i>Eleusine corocana</i> (L.) Gaertn.	Finger millet	25	200
<i>Eragrostis curvula</i> (Schrad.) Nees (*5)	Weeping lovegrass	1	20
<i>Eragrostis tef</i> (Zucc.) Trotter	Teff	1	20
<i>Fagopyrum esculentum</i> Moench	Buckwheat	20	100
<i>Festuca arundinacea</i> Schreb.	Tall fescue	1	20
* <i>Festulolium</i> Asch. & Graebn.	Festulolium	1	20
<i>Foeniculum vulgare</i> Mill.	Fennel	2	20
<i>Glycine max</i> (L.) Merrill	Soya bean	75	500
<i>Gossypium hirsutum</i> L.	Cotton	5	100
<i>Helianthus annuus</i> L.	Sunflower	5	100
<i>Hordeum vulgare</i> L. subsp. <i>vulgare</i> (*6)	Barley	50	500
<i>Kummerowia striata</i> (Thunb.) Schindl.	Common Lespedeza	25	200
<i>Lablab purpureus</i> (L.) Sweet	Lab-Lab bean	50	200
<i>Lactuca sativa</i> L.	Lettuce	1	20
<i>Lespedeza cuneata</i> (Dum. Cours.) G. Don (*1)	Chinese Lespedeza	1	20
<i>Lolium multiflorum</i> Lam.	Italian and Westerwold ryegrass	2	20
<i>Lolium perenne</i> L.	Perennial ryegrass	2	20
<i>Lolium rigidum</i> Gaudin	Wimmeria ryegrass, Annual ryegrass	2	20
<i>Lolium</i> * <i>hybridum</i> Hausskn.	Hybrid ryegrass	1	20
<i>Lotus corniculatus</i> L. (*3)	Birdsfoot trefoil	2	20

1		2	3
Kind of plant			
Botanical name	Common name	Maximum seed per variety per year (kg)	Maximum seed per packet (g)
<i>Lupinus albus</i> L. (*3)	White lupin	75	500
<i>Lupinus angustifolius</i> L. (*3)	Narrow leaf lupin	75	500
<i>Lupinus luteus</i> L. (*3)	Yellow lupin	75	500
<i>Medicago littoralis</i> Rhode ex Loisel. (*2)	Strand medic	1	100
<i>Medicago polymorpha</i> L. (*2)	Burr medic	1	100
<i>Medicago rugosa</i> Desr. (*2)	Gama medic	1	100
<i>Medicago sativa</i> L.	Lucerne	1	100
<i>Medicago scutellata</i> (L.) Mill. (*2)	Snail medic	1	100
<i>Medicago truncatula</i> Gaertn. (*2)	Barrel medic	1	100
<i>Megathyrsus maximus</i> (Jacq.)	White buffalo grass	1	100
<i>Melilotus albus</i> Medik.	White sweet clover	1	100
<i>Nicotiana tabacum</i> L.	Tobacco	0.03	3
<i>Ornithopus compressus</i> L. (*1)	Yellow serradella	1	100
<i>Ornithopus sativus</i> Brot. (*3)	Serradella	1	100
<i>Oryza sativa</i> L.	Rice	50	500
<i>Panicum coloratum</i> L.	Small Buffalo grass (i) Uncoated seed (ii) Coated seed	1	50
<i>Paspalum dilatatum</i> Poir.	Dallis grass	1	50
<i>Paspalum notatum</i> Flügge	Bahia	1	50
<i>Pastinaca sativa</i> L.	Parsnip	1	50
<i>Pennisetum clandestinum</i> Hochst. ex Chiov.	Kikuyu	1	50
<i>Pennisetum glaucum</i> (L.) R. Br.	Pearl millet	50	500
<i>Petroselinum crispum</i> (Mill.) Fuss	Parsley	1	50
<i>Phalaris aquatica</i> L.	Harding grass	1	50
<i>Phaseolus coccineus</i> L.	Kidney bean	75	500
<i>Phaseolus vulgaris</i> L.	Dry bean	75	500
<i>Phaseolus vulgaris</i> L.	Garden bean – Dwarf and Runner	75	500
<i>Pisum sativum</i> L. <i>sensu lato</i>	Dry pea	75	500
<i>Pisum sativum</i> L. <i>sensu lato</i>	Garden pea	75	500
<i>Raphanus sativus</i> L.	Fodder radish	3	50
<i>Raphanus sativus</i> L.	Garden radish	3	50
<i>Ricinus communis</i> L.	Castor bean	3	50
<i>Secale cereale</i> L.	Rye	50	500

1		2	3
Kind of plant			
Botanical name	Common name	Maximum seed per variety per year (kg)	Maximum seed per packet (g)
<i>Setaria sphacelata</i> (Schumach.) Stapf & C.E. Hubb.	Setaria	1	50
<i>Sinapis alba</i> L.	White mustard	1	50
<i>Solanum lycopersicum</i> L.	Tomato	0.1	0.01
<i>Solanum melongena</i> L.	Aubergine, Brinjal, Eggplant	0.1	0.01
<i>Solanum</i> spp.	Rootstock	0.1	0.01
<i>Sorghum bicolor</i> (L.) Moench subsp. <i>bicolor</i>	Grain sorghum	100	500
<i>Sorghum</i> spp.	Forage sorghum	50	500
<i>Sorghum</i> spp.	Industrial sorghum	50	500
<i>Sorghum</i> spp.	Perennial Forage sorghum	50	500
<i>Sporobolus fimbriatus</i> (Trin.) Nees	Dropseed grass	1	50
<i>Stylosanthes hamata</i> (L.) Taub.	Caribbean stylo	1	50
<i>Trifolium fragiferum</i> L.	Strawberry clover	1	50
<i>Trifolium hirtum</i> All.	Rose clover	1	50
<i>Trifolium incarnatum</i> L.	Crimson clover	1	50
<i>Trifolium pratense</i> L.	Red clover	1	50
<i>Trifolium repens</i> L.	White clover	1	50
<i>Trifolium resupinatum</i> L.	Persian clover	1	50
<i>Trifolium subterraneum</i> L.	Subterranean clover	1	50
<i>Trifolium vesiculosum</i> Savi	Arrow leaf clover	1	50
× <i>Triticosecale</i> Wittm. ex A. Camus	Triticale ( <i>Triticum</i> × <i>Secale</i> )	5	500
<i>Triticum aestivum</i> L. subsp. <i>aestivum</i>	Wheat	50	500
<i>Triticum turgidum</i> L. subsp. <i>durum</i> (Desf.) van Slangeren	Durum wheat	50	500
<i>Vicia faba</i> L. (*3)	Broad bean	50	500
<i>Vicia sativa</i> L.	Common vetch	1	50
<i>Vicia villosa</i> Roth	Hairy vetch	1	50
<i>Vigna unguiculata</i> (L.) Walp.	Cowpea	75	500
<i>Zea mays</i> L.	White and yellow maize	100	500
<i>Zea mays</i> L.	Sweetcorn	50	500
<i>Solanum tuberosum</i> L.	Potato	100	
<i>Fragaria x ananassa</i> Duch.	Strawberry	0.05	

TABLE 4  
 REQUIREMENTS FOR SEED AND SEED SAMPLES [Reg. 27]  
 (\*No. of footnote)

Botanical name	Kind of plant	Maximum content (%)			Minimum percentage		Minimum number per weight (kg)	Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed lot
		Other matter	Other seed	Weed seed (*9)	Germination by number	Viability		Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container	
1	2	3	4	5	6	7	8	9	10	11	12	13
* <i>Agrostis</i> Cif. & Giacom	Agrostis	4	0,2		60			5 000	165 000	500	16 000	20 000
<i>Allium cepa</i> L.	Onion	4	0,2		60			500	170 500	50	17 050	10 000
<i>Allium fistulosum</i> L.	Bunching onion	4	0,2		60			500		50		10 000
<i>Allium fistulosum</i> L. x <i>A. cepa</i> L.	New Bunching onion	4	0,2		60			500		50		10 000
<i>Allium porrum</i> L.	Leek	4	0,2		60			500	198 000	50	19 800	10 000
<i>Antherophora pubescens</i> Nees (*7)	Bottle brush grass, (i) Uncoated seed (ii) Coated seed	10 5	0,3 0,3		20 20			5 000 5 000	905 000 145 000	500 500	90 500 14 500	10 000 10 000
<i>Arachis hypogaea</i> L.	Groundnut	2	0,1		70			5 000	15 000	500	1 500	30 000
<i>Asparagus officinalis</i> L.	Asparagus	4	0,2		60			500	25 300	50	2 500	20 000
<i>Avena nuda</i> L. (*6)	Naked oats	0,5	0,3	TR	80			5 000	200 000	500	20 000	30 000
<i>Avena sativa</i> L. [incl. <i>A. byzantina</i> K. Koch]	Oats, Red oats	1	0,3	0,1	80			5 000	200 000	500	20 000	30 000
<i>Avena strigosa</i> Schreb.	Black oats	2,5	2,0	0,1	70			5 000		500		30 000
<i>Beta vulgaris</i> L.	Fodder beet, Garden beet, Sugar beet and Swiss chard	6	0,3		60			1 000	58 000	100	5 800	20 000
<i>Brassica napus</i> L. var. <i>napus</i>	Oilseed rape	2,0	0,2		70			500		50		10 000
<i>Brassica napus</i> L. var. <i>napobrassica</i> (L.) Rchb.	Forage rape and Swede	4	0,2		60			500	157 500	50	15 750	10 000
<i>Brassica oleracea</i> L.	Broccoli, Brussels sprouts, Cabbage, Cauliflower, Fodder kale, Kale, Kohlrabi and Savoy cabbage	4	0,2		60			500	157 500	50	15 750	10 000

Kind of plant		Maximum content (%)			Minimum percentage		Minimum number per weight (kg)		Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed lot
Botanical name	Common name	Other matter	Other seed	Weed seed (%)	Germination by number	Viability	Germination by weighed replicate	Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container	Max. mass (kg) of a seed lot	
1	2	3	4	5	6	7	8	9	10	11	12	13	
<i>Brassica rapa</i> L. [incl. <i>B. campestris</i> L.; <i>B. chinensis</i> L.; <i>B. pekinensis</i> (Lour.) Rupr.; <i>B. pervinidis</i> (L.H. Bailey) L.H. Bailey]	Chinese cabbage, Pak- choi, Turnip	4	0.2		60			500	316 500	50	31 650	10 000	
<i>Bromus catharticus</i> Vahl	Rescue grass	8	0.5		50			5 000	720 000	500	72 000	10 000	
<i>Calanus calan</i> (L.) Huth	Pigeon pea	4	0.2		60							20 000	
<i>Cannabis sativa</i> L. (*8)	Hemp	2	0.1		80							10 000	
<i>Capsicum</i> spp.	Chilli, Hot pepper, Sweet pepper, Paprika and Pepper rootstock	4	0.2		60			500	83 500	50	8 350	10 000	
<i>Cenchrus ciliaris</i> L.	Blue buffalo grass	4	0.3		20			5 000	2 675 000	500	267 000	10 000	
	(i) Uncoated seed	4	0.3		20			5 000	290 000	500	29 000	10 000	
	(ii) Coated seed	4	0.3		20			5 000	2 362 000	500	2 362 000	10 000	
<i>Chloris gayana</i> Kunth	Rhodes grass	15	1.5	1.0	20	20	800 000	5 000	2 580 000	500	258 000	10 000	
	(i) Uncoated seed	5	1.5	1.0	20	20		5 000	11 000	100	1 100	20 000	
	(ii) Coated seed	5	1.5	1.0	20	20		1 000					
<i>Citrus lanatus</i> (Thunb.) Matsum. et Nakai	Watermelon	4	0.1		60							10 000	
<i>Coriandrum sativum</i> L.	Coriander	1	0.3		60							10 000	
<i>Cucumis melo</i> L.	Sweet melon	4	0.1		60			1 000	45 000	100	4 500	10 000	
<i>Cucumis sativus</i> L.	Cucumber	4	0.1		60			1 000	38 000	100	3 800	10 000	
<i>Cucumis</i> spp.	Cucumis rootstock	4	0.1		60			1 000		100		10 000	
<i>Cucurbita maxima</i> Duch.	Pumpkin, Squash	4	0.1		60			1 000	5 000	100	500	20 000	
<i>Cucurbita moschata</i> Duch.	Pumpkin, Squash	4	0.1		60			1 000	14 000	100	1 400	10 000	
<i>Cucurbita pepo</i> L.	Squash, Vegetable marrow, Zucchini	4	0.1		60			1 000	14 000	100	1 400	20 000	
<i>Cucurbita</i> spp.	Rootstock	4	0.1		60			1 000		100		10 000	
<i>Dactylis glomerata</i> L.	Cocksfoot	15	2.5	0.5	60			5 000	8 280 000	500	828 000	10 000	
<i>Daucus carota</i> L.	Carrot	4	0.2		60			500	413 000	50	41 300	10 000	
<i>Desmodium intortum</i> (Mill.) Urb. (*2)	Green leaf desmodium	6	1.0	0.5	50			5 000	3 240 000	500	324 000	10 000	
<i>Desmodium uncinatum</i> (Jacq.) DC. (*2)	Silver leaf desmodium	6	1.0	0.5	50			5 000	1 010 000	500	101 000	20 000	
<i>Digitaria eriantha</i> Steud. [syn. <i>D. smutsii</i> Stent; <i>D.</i> <i>decumbens</i> Stent]	Smuts finger grass (i) Uncoated seed (ii) Coated seed	8,0 8,0	1,0 1,0	0,5 0,5	15 15			5 000 5 000	10 660 000 5 235 000	500 500	1 066 000 523 500	10 000 10 000	
<i>Echinochloa crus-galli</i> (L.) P. Beauv.	Japanese millet	10	0.7		60							10 000	
<i>Eileusine corocana</i> (L.) Gaertn.	Finger millet	10			60							10 000	

Kind of plant		Common name	Maximum content (%)			Minimum percentage		Minimum number per weight (kg)	Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed of a lot
Botanical name	Other matter		Other seed	Weed seed (*g)	Germination by number	Viability	Germination by weighed replicate		Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container	
1	2		3	4	5	6	7	8	9	10	11	12	13
<i>Eragrostis curvula</i> (Schrad.) Nees (*5)	Weeping lovegrass		4	1,0	0,3	70			500	1 641 000	50	164 100	10 000
<i>Eragrostis tef</i> (Zucc.) Trotter	Teff		4	1,0	0,3	70			500	2 304 000	50	230 400	10 000
<i>Fagopyrum esculentum</i> Moench	Buckwheat		6			60			5 000	2 500 000	500	250 000	10 000
<i>Festuca arundinacea</i> Schreb.	Tall fescue		4	1,5	0,3	60			5 000				10 000
* <i>Festulolium</i> Asch. & Graebn.	Festulolium		4	1,5	0,3	60			5 000				10 000
<i>Foeniculum vulgare</i> Mill.	Fennel		2	0,5		60							10 000
<i>Glycine max</i> (L.) Merrill	Soya bean		4	0,1		70			10 000	60 000	1 000	6 000	30 000
<i>Gossypium hirsutum</i> L.	Cotton		4	0,2		70			10 000	80 000	1 000	8 000	25 000
<i>Helianthus annuus</i> L.	Sunflower		4	0,1		70			10 000	160 000	1 000	16 000	25 000
<i>Hordeum vulgare</i> L. subsp. vulgare (*6)	Barley		2,5	0,3	TR	80			5 000	150 000	500	15 000	30 000
<b><i>Kummerowia striata</i> (Thunb.) Schindl.</b>	Common Lespedeza		4	0,3		60			5 000	3 750 000	500	375 000	10 000
[syn. <i>Lespedeza striata</i> (Thunb.) Hook. & Arn.] (*1)													
<b><i>Lablab purpureus</i> (L.) Sweet</b>	Lab-Lab bean		6			60							20 000
[syn. <i>Dolichos lablab</i> L.]									500	500 000	50	50 000	10 000
<i>Lactuca sativa</i> L.	Lettuce		6	0,2		60			5 000	4 100 000	500	410 000	10 000
<i>Lespedeza cuneata</i> (Dum. Cours.) G. Don (*1)	Chinese Lespedeza		4	0,3		60							
<i>Lespedeza striata</i> – see <b><i>Kummerowia striata</i></b>													
<i>Lolium multiflorum</i> Lam.	Italian and Westerwold ryegrass		4	1,5	0,3	60	60		5 000	2 500 000	500	250 000	10 000
<i>Lolium perenne</i> L.	Perennial ryegrass		4	1,5	0,3	60	60		5 000	2 500 000	500	250 000	10 000
<i>Lolium rigidum</i> Gaudin	Wimmeria ryegrass, Annual ryegrass		4	1,5	0,3	60	60		5 000	1 035 000	500	103 500	10 000
<i>Lolium xboucheanum</i> – see <b><i>Lolium xhybridum</i></b>													
<b><i>Lolium xhybridum</i> Hausskn.</b>	Hybrid ryegrass		4	1,5	0,3	60			5 000	1 925 000	500	192 500	10 000
[syn. <i>L. xboucheanum</i> Kunth]									5 000	4 070 000	500	407 000	10 000
<i>Lotus corniculatus</i> L. (*3)	Birdsfoot trefoil		4	0,6	0,3	70			10 000	70 000	1 000	7 000	30 000
<i>Lupinus albus</i> L. (*3)	White lupin		2	0,3	0,1	70			10 000	70 000	1 000	7 000	30 000
<i>Lupinus angustifolius</i> L. (*3)	Narrow leaf lupin		2	0,3	0,1	70			10 000	70 000	1 000	7 000	30 000
<i>Lupinus luteus</i> L. (*3)	Yellow lupin		2	0,3	0,1	70			10 000	90 000	1 000	9 000	30 000

Botanical name	Kind of plant	Maximum content (%)			Minimum percentage		Minimum number per weight (kg)	Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed lot
		Other matter	Other seed	Weed seed (%)	Germination by number	Viability		Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container	
1	2	3	4	5	6	7	8	9	10	11	12	13
<i>Lycopersicon esculentum</i> (syn. <i>L. lycopersicum</i> ) – see <i>Solanum lycopersicum</i>												
<i>Medicago littoralis</i> Rhode ex Loisel. (*2)	Strand medic	4	0.2		60			5 000	1 805 000	500	180 500	10 000
<i>Medicago polymorpha</i> L. (*2)	Burr medic	3	0.8	0.3	60			5 000	1 380 000	500	138 000	10 000
<i>Medicago rugosa</i> Desr. (*2)	Gama medic	3	0.5	0.3	60			5 000	705 000	500	70 500	10 000
<i>Medicago sativa</i> L. [incl. <i>Medicago x varia</i> Martyn, <i>M. falcata</i> L.] (*2)	Lucerne	3	0.5	0.3	70			2 000	730 000	200	73 000	10 000
<i>Medicago scutellata</i> (L.) Mill. (*2)	Snail medic	3	0.5	0.3	60			5 000	255 000	500	25 500	10 000
<i>Medicago truncatula</i> Gaertn. (*2)	Barrel medic	3	1.0	0.3	60			5 000	1 190 000	500	119 000	10 000
<i>Megathyrus maximus</i> (Jacq.) B.K. Simon & S.W.L. Jacobs [syn. <i>Panicum maximum</i> Jacq.]	White buffalo grass, (i) Uncoated seed (ii) Coated seed	2,5 2,5	0,7 0,7	0,5 0,5	10 60	20 20		5 000 5 000	11 035 000 3 845 000	500 500	1 103 500 384 500	10 000 10 000
<i>Melilotus albus</i> Medik.	White sweet clover	6			60							10 000
<i>Nicotiana tabacum</i> L.	Tobacco	4	0.2		80			5 000	78 125 000	500	7 812 500	10 000
<i>Ornithopus compressus</i> L. (*1)	Yellow serradella	4	1.5	0.5	70			5 000	1 035 000	500	103 500	10 000
<i>Ornithopus sativus</i> Brot. (*3)	Serradella	2	0.5	0.3	60			5 000	1 135 000	500	113 500	10 000
<i>Oryza sativa</i> L.	Rice	4	0.1		70			10 000	660 000	1 000	66 000	30 000
<i>Panicum coloratum</i> L.	Small Buffalo grass (i) Uncoated seed (ii) Coated seed	2 2	0,7 0,7	0,5 0,5	20 20			5 000 5 000		500 500		10 000 10 000
<i>Panicum maximum</i> – see <i>Megathyrus maximus</i>												
<i>Paspalum dilatatum</i> Poir.	Dallis grass	40	0.3		40			5 000	2 960 000	50	29 600	10 000
<i>Paspalum notatum</i> Flugge	Bahia	40	0.3		40			5 000	1 830 000	50	18 300	10 000
<i>Pastinaca sativa</i> L.	Parsnip	7	0.2		50			500	214 500	50	21 450	10 000
<i>Pennisetum clandestinum</i> Hochst. ex Chiov.	Kikuyu	5	0.3		60			500	185 500	50	18 550	10 000
<i>Pennisetum glaucum</i> (L.) R. Br.	Pearl millet	7	0.2		60			5 000	970 000	500	97 000	10 000
<i>Petroselinum crispum</i> (Mill.) Fuss	Parsley	6	0.2		50			500	324 000	50	32 400	10 000
<i>Phalaris aquatica</i> L.	Harding grass	6	0.3		60			5 000	2 980 000	500	298 000	10 000
<i>Phaseolus coccineus</i> L.	Kidney bean	4	0.1		60			5 000	5 000	500	500	30 000
<i>Phaseolus vulgaris</i> L.	Dry bean	4	0.1		60			5 000	20 000	500	2 000	30 000
<i>Phaseolus vulgaris</i> L.	Garden bean – Runner	4	0.1		60			5 000	20 000	500	2 000	30 000
<i>Phaseolus vulgaris</i> L.	Garden bean - Dwarf	4	0.1		60			5 000	20 000	500	2 000	30 000
<i>Pisum sativum</i> L. <i>sensu lato</i>	Dry pea, Garden pea	4	0.1		60			5 000	25 000	500	2 500	30 000
<i>Raphanus sativus</i> L.	Fodder radish	4	0.2		60			5 000	375 000	500	37 500	10 000
<i>Raphanus sativus</i> L.	Garden radish	4	0.2		60			500	60 000	50	6 000	10 000
<i>Ricinus communis</i> L.	Castor oil	4	0.1		70			10 000	50 000	1 000	5 000	20 000

Kind of plant		Maximum content (%)			Minimum percentage		Minimum number per weight (kg)		Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed lot
Botanical name	Common name	Other matter	Other seed	Weed seed (*9)	Germination by number	Viability	Germination by weighed replicate	Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container		
1	2	3	4	5	6	7	8	9	10	11	12	13	
<i>Secale cereale</i> L.	Rye	2	0.5	0.2	70			5 000	200 000	500	20 000	30 000	
<i>Setaria sphacelata</i> (Schumacher) Stapf & C.E. Hubb.	Setaria	40	0.3		30			5 000	7 825 000	500	782 500	10 000	
<i>Sinapis alba</i> L.	White mustard	4	0.2		60			500	284 500	50	28 450	10 000	
<b><i>Solanum lycopersicum</i> L.</b> [syn. <i>Lycopersicon esculentum</i> Mill., <i>L. lycopersicum</i> (L.) H. Karst.]	Tomato	2	0.2		60			500	202 500	50	20 250	10 000	
<i>Solanum melongena</i> L.	Aubergine, Brinjal, Eggplant	4	0.2		60			500	114 000	50	11 400	10 000	
<i>Solanum</i> spp. (excluding <i>S. elaeagnifolium</i> Cav.)	Rootstock	4	0.2		60			500		50		10 000	
<b><i>Sorghum bicolor</i> (L.) Moench</b> subsp. <i>bicolor</i> [syn. <i>S. bicolor</i> (L.) Moench; <i>S. vulgare</i> Pers.; including <i>S. dochna</i> (Forsk.) Snowden]	Grain sorghum	4	0.1		70			5 000	150 000	500	15 000	30 000	
<b><i>Sorghum</i> spp.</b> (excl. <i>S. halepense</i> (L.) Pers.) ( <i>S. bicolor</i> (L.) Moench subsp. <i>bicolor</i> x <i>S. bicolor</i> (L.) Moench subsp. <i>drummondii</i> (Steud.) de Wet ex Davidse [syn. <i>Sorghum sudanense</i> (Piper) Stapf] and hybrids with seeds not retained in tight bracts) (*4)	Forage sorghum	7	0.2		60			5 000	650 000	500	65 000	30 000	
<b><i>Sorghum</i> spp.</b> (excl. <i>S. halepense</i> (L.) Pers.) ( <i>S. bicolor</i> (L.) Moench subsp. <i>drummondii</i> (Steud.) de Wet ex Davidse [syn. <i>S. sudanense</i> (Piper) Stapf] and hybrids with seeds mostly retained in tight bracts) (*4)	Forage sorghum	7	0.2		60	70		5 000	650 000	500	65 000	10 000	
<b><i>Sorghum</i> spp.</b> (excl. <i>S. halepense</i> (L.) Pers.) ( <i>S. x alatum</i> Parodi) (*4)	Forage sorghum	7	0.2		60	70		5 000	650 000	500	65 000	30 000	
<i>Sporobolus fimbriatus</i> (Trin.) Nees (*7)	Dropseed grass	4	1	0.3	70			500		50		10 000	
<i>Stylosanthes hamata</i> (L.) Taub. (*1)	Caribbean stylo	10	1.0	0.5	50			5 000	2 450 000	500	245 000	10 000	
<i>Trifolium fragiferum</i> L. (*3)	Strawberry clover	6	0.3		60			1 000	635 000	100	63 500	10 000	

Kind of plant		Maximum content (%)			Minimum percentage		Minimum number per weight (kg)		Prepacked seed		Exempted from indication "Prepacked seed"		Maximum mass (kg) of a seed lot
Botanical name	Common name	Other matter	Other seed	Weed seed (*9)	Germination by number	Viability	Germination by weighed replicate	Max. mass (g) per container	Approx. no. of seed per container	Max. mass (g) per container	Approx. no. of seed per container		
1	2	3	4	5	6	7	8	9	10	11	12	13	
<i>Triticum hirtum</i> All. (*3)	Rose clover	4	0.3		60			1 000	358 000	100	35 800	10 000	
<i>Triticum incarnatum</i> L. (*3)	Crimson clover	4	0.3		60			1 000	330 000	100	33 000	10 000	
<i>Trifolium pratense</i> L. (*3)	Red clover	6	0.3		60			1 000	600 000	100	60 000	10 000	
<i>Trifolium repens</i> L. (*2)	White clover	6	0.3		60			1 000	1 500 000	100	150 000	10 000	
<i>Trifolium resupinatum</i> L. (*3)	Persian clover	4	0.3		60			1 000	1 416 000	100	141 600	10 000	
<i>Trifolium subterraneum</i> L. (*3)	Subterranean clover	6	0.3		60			1 000	119 000	100	11 900	10 000	
<i>Trifolium vesiculosum</i> Savi. (*1)	Arrow leaf clover	4	0.3		60			1 000	699 000	100	69 900	10 000	
* <i>Triticosecale</i> Wittm. ex A. Camus	Triticale ( <i>Triticum</i> x <i>Secale</i> )	3	0.5		80			5 000	130 000	500	13 000	30 000	
<i>Triticum aestivum</i> L. subsp. <i>aestivum</i> (*6)	Wheat	1.5	0.3	TR	80			5 000	250 000	500	25 000	30 000	
<i>Triticum durum</i> – see <i>Triticum turgidum</i>													
<i>Triticum turgidum</i> L. subsp. <i>durum</i> (Desf.) van Slangenren [syn. <i>Triticum durum</i> Desf.] (*6)	Durum wheat	1	0.3	TR	80			5 000	250 000	500	25 000	30 000	
<i>Vicia faba</i> L. (*3)	Broad bean	4	0.5	0.2	70			5 000	5 000	500	500	30 000	
<i>Vicia sativa</i> L. [incl. <i>V. angustifolia</i> L.] (*3)	Common vetch	4	0.2		60			5 000	95 000	500	9 500	30 000	
<i>Vicia villosa</i> Roth [incl. <i>V. dasycarpa</i> Ten.] (*3)	Hairy vetch	4	0.2		60			5 000	125 000	500	12 500	30 000	
<i>Vigna unguiculata</i> (L.) Walp. [syn. <i>V. sinensis</i> (L.) Savi ex Hassk.; incl. <i>Dolichos biflorus</i> L.] (*3)	Cowpea	4	0.1		60			5 000	40 000	500	4 000	30 000	
<i>Zea mays</i> L.	White and yellow maize	4	0.1		70			10 000	36 000	1 000	3 600	40 000	
<i>Zea mays</i> L.	Sweetcorn	4	0.1		70			10 000	60 000	1 000	6 000	40 000	

## FOOTNOTE

1.	In the case of <i>Lespedeza cuneata</i> (Dum. Cours.) G. Don, <i>Kummerowia striata</i> (Thunb.) Schindl. [Syn.: <i>Lespedeza striata</i> (Thunb.) Hook. et Arn.], <i>Ornithopus compressus</i> L., <i>Stylosanthes hamata</i> (L.) Taub. and <i>Trifolium vesiculosum</i> Savi, up to 60 % hard seeds may be counted as germinated or viable seeds.
2.	In the case of <i>Desmodium intortum</i> (Mill.) Urb., <i>Desmodium uncinatum</i> (Jacq.) DC., <i>Medicago littoralis</i> Rohde ex Loisel., <i>Medicago polymorpha</i> L., <i>Medicago rugosa</i> Desr., <i>Medicago sativa</i> L., <i>Medicago scutellata</i> (L.) Miller, <i>Medicago truncatula</i> Gaertn. and <i>Trifolium repens</i> L., up to 40 % hard seeds may be counted as germinated or viable seeds.
3.	In the case of <i>Lotus corniculatus</i> L., <i>Lupinus albus</i> L., <i>Lupinus angustifolius</i> L., <i>Lupinus luteus</i> L., <i>Ornithopus sativus</i> Brot., <i>Trifolium fragiferum</i> L., <i>Trifolium hirtum</i> All., <i>Trifolium incarnatum</i> L., <i>Trifolium pratense</i> L., <i>Trifolium resupinatum</i> L., <i>Trifolium subterraneum</i> L., <i>Vicia faba</i> L., <i>Vicia sativa</i> L., <i>Vicia villosa</i> Roth and <i>Vigna unguiculata</i> (L.) Walp. [syn. <i>V. sinensis</i> (L.) Savi ex Hassk.; incl. <i>Dolichos biflorus</i> L.] up to 20 % hard seeds may be counted as germinated or viable seeds.
4.	In the case of <i>Sorghum</i> spp. the test for viability is only applicable where seed is still enveloped by the flower parts.
5.	In the case of <i>Eragrostis curvula</i> (Schrad.) Nees, not more than 0,2 % nematode galls caused by <i>Anguina</i> spp., are allowed.
6.	In the case of <i>Avena nuda</i> L., <i>Hordeum vulgare</i> L. subsp. <i>vulgare</i> , <i>Triticum aestivum</i> L. subsp. <i>aestivum</i> and <i>Triticum turgidum</i> L. subsp. <i>durum</i> (Desf.) van Slangeren [syn. <i>Triticum durum</i> Desf.], TR means trace components amounting to less than 0,05 %.
7.	In the case of <i>Anthephora pubescens</i> Nees and <i>Sporobolus fimbriatus</i> (Trin.) Nees, seed sampling and testing methods are available from the Official Seed Testing Laboratory.
8.	In the case of <i>Cannabis sativa</i> L. (hemp), the maximum THC content is 2%.
9.	If any seed of the following Restricted Weed Seed species are found during purity analysis, then other-seed-by-number-determination must be carried out and no more than one seed of any of these species may be present in the working sample: <i>Datura</i> spp., <i>Cuscuta</i> spp., <i>Stipa trichotoma</i> (Nees) Hack. Eex <i>Arechav.</i> , <i>Solanum elaeagnifolium</i> Cav

**TABLE 5**  
**VARIETIES IN RESPECT OF WHICH CERTIFICATION IS REQUIRED**

Botanical name	Common name	Denomination of variety	Date of commencement
<i>Allium cepa</i> L.	Onion / Ui	Capricio	2003-03-01
		Rion 1	1996-01-01
		Rion 2	1996-01-01
		Rion 3	1996-01-01
		Rion 4	1996-01-01
<i>Arachis hypogaea</i> L.	Groundnut / Grondboon	Akwa	1997-07-01
		Anel	1997-07-01
		ARC-AkwaPlus	2016-12-01
		ARC-Oleic 2	2013-01-01
		ARC-Opal 1	2013-01-01
		ARC-SelliePlus	2016-12-01
		Harts	1995-01-30
		KANOSel	2013-01-01
		Kwarts	1995-01-30
		Mwenje	2010-01-31
		Nyanda	2010-01-31
		SA Juweel	2008-01-31
		Schubert	2022-08-01
		Tamnut OL 06	2016-12-01
		TT006	2022-10-01
TT007	2022-10-01		
Tufa	2012-01-01		
<i>Avena sativa</i> L.	Oats / Hawer	Dunnart	2022-08-01
		Le Tucana	2004-09-01
		Magnifico	2022-08-01
		Maluti	1997-07-01
		Pallinup	2022-10-01
		Simonsberg	2013-03-14
		SSH 39 W	2016-12-01
		SSH 405	2016-12-01
		SSH 491	2000-06-01
		Targa	2023-02-01
Towerberg	2013-03-14		
<i>Brassica napus</i> L.	Oil seed rape / Oliesaadraap	Varola 54	2001-12-01
<i>Bromus catharticus</i> Vahl	Rescue grass / Reddingsgras	WonderCover	2022-08-01
<i>Cucurbita maxima</i> Duchesne ex Lam.	Pumpkin & Squash / Pampoen en Skorsie	Flat White Boer-Van Niekerk/ Plat Wit	1988-06-01
		Boer-Van Niekerk Sunproof	2003-03-01
<i>Cucurbita pepo</i> L.	Squash / Skorsie	Bianco Rolet	2003-03-01 1988-06-01
<i>Daucus carota</i> L.	Carrot / Geelwortel	Brazilia	1991-12-01
<i>Digitaria eriantha</i> Steud.	Smuts finger grass / Smutsvingergras	Tip Top	1998-01-01
<i>Eragrostis curvula</i> (Schrud.) Nees	Weeping lovegrass / Oulandsgras	Agpal	2000-06-01
		Umgeni	1995-10-01
<i>Eragrostis tef</i> (Zucc.) Trotter	Teff / Tefgras	Emerald	2007-02-01
		Emerson	2007-02-01
		Highveld	2007-02-01
		Ivory	2007-02-01
		Rooiberg	2007-02-01
<i>Festuca arundinacea</i>	Tall fescue /	Witkop	2007-02-01
		Jenna	2007-02-01

Botanical name	Common name	Denomination of variety	Date of commencement
Schreb.	Langswenkgras	Panalex Verdant	2007-02-01 2007-02-01
<i>Glycine max</i> (L.)	Soybean / Sojaboon	53154RSF IPRO 5302RSF 5351RSF 59160RSF IPRO 5953RSF 61163RSF IPRO Don Mario 6.8 IRR DM59R03 DM68R09 PAN 1867 PAN 1454 R PAN 1664 R PAN 1666 R SSS 4945 (tuc) SSS 5052 (tuc) SSS 5449 (tuc) SSS 6560 (tuc) SSS 7460	2023-02-01 2023-02-01 2023-02-01 2023-02-01 2023-02-01 2023-02-01 2023-02-01 2023-02-01 2023-02-01 2012-01-01 2012-01-01 2012-01-01 2012-01-01 2016-12-01 2016-12-01 2016-12-01 2016-12-01 2022-08-01
<i>Helianthus annuus</i> L.	Sunflower	AGSUN 8251	2022-10-01
<i>Helianthus annuus</i> L.	Sunflower	AGSUN 5279	2024-02-13
<i>Helianthus annuus</i> L.	Sunflower	AGSUN 5280	2024-02-13
<i>Hordeum vulgare</i> L.	Barley / Gars	Agulhas Elim Hessekwa Puma S 5 SabbErica SabbNemesia	2018-12-01 2018-12-01 2018-12-01 2006-02-01 2013-03-14 2013-01-01 2013-01-01
<i>Lolium ×hybridum</i> Hauskn.	Hybrid ryegrass / Basterraigras	Captivate Titan	2007-02-01 2007-02-01
<i>Lolium multiflorum</i> Lam.	Italian and westerwold Ryegrass / Italiaanse en Westerwold raaigras	AgriBoost Agri-Hilton Agriton Burgundy Captain Caversham Dairy Delight Dargle Enhancer Hutton Kamma Midmar Mispah Performer Sophia Springboard Springfield Sukari Supreme Q Sustainer Winter Gold	2013-01-01 2007-02-01 2000-06-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2013-01-01 1988-06-01 2007-02-01 2007-02-01 2007-02-01 2007-02-01 2013-01-01 2013-01-01 2007-02-01 2013-01-01 2007-02-01
<i>Lupinus albus</i> L.	White lupin / Witlupien	Alida Esta Vladimir	2003-03-01 2003-03-01 2003-03-01
<i>Medicago sativa</i> L.	Lucerne / Lusern	S.A. Select	2004-09-01
<i>Panicum maximum</i> Jacq.	White buffalo grass / Witbuffelgras	Puk P 8	2007-02-01

Botanical name	Common name	Denomination of variety	Date of commencement
<i>Phaseolus vulgaris</i> L.	Dry bean / Droëboon	AS 116	2012-01-01
		AS 123	2012-01-01
		AS 128	2012-01-01
		AS 148	2012-01-01
		AS 9249	2012-01-01
		Bonus	1988-06-01
		CAR 2008	2019-09-01
		DBS 310	2006-02-01
		DBS 360	2006-02-01
		DBS 830	2025-02-25
		DBS 840	2025-02-25
		DPO 820	2025-02-25
		Jenny	2008-01-31
		Kamiesberg	2019-09-01
		Kranskop	2008-01-31
		Kranskop-HR 1	2008-01-31
		LAKE 101	2023-02-01
		LAKE 102	2023-02-01
		Majuba	1988-06-01
		Maskam	1988-06-01
		Mkuzi	1989-01-01
		OPS-KW 1	2008-01-31
		OPS-RS 1	2008-01-31
		OPS-RS 2	2008-01-31
		OPS-RS 4	2008-01-31
		Roodeberg	2019-09-01
		RS 5	2008-01-31
		RS 6	2019-09-01
RS 7	2019-09-01		
Sederberg	2008-01-31		
SW 1	2019-09-01		
Teebus	1988-06-01		
Teebus RCR 2	2008-01-31		
Teebus RR1	2008-01-31		
Tygerberg	2019-09-01		
Werna	2019-09-01		
<i>Pisum sativum</i> L. <i>sensu lato</i>	Dry pea / Droë ert	Aragorn Greenwood	2019-09-01 2019-09-01
<i>Raphanus sativus</i> L.	Fodder radish / Voerradys	Endurance	2018-12-01
		Geisha	2007-02-01
		Lomo	2007-02-01
		Samurai	2007-02-01
		Star 1650	2007-02-01
		Star 1651	2007-02-01
<i>Secale cereale</i> L.	Rye / Rog	Sterling	2007-02-01
		Blue Chip	2007-02-01
		Echo	2007-02-01
		LS 35	2007-02-01
		LS 62	2007-02-01
		NCD Grazer	2007-02-01
		PAN 263	2007-02-01
		Southern Blue	2007-02-01
		Southern Green	2007-02-01
		SSR 789	2022-08-01
Trojan	2007-02-01		
Wintergrazer 70	2012-01-01		
<i>Solanum lycopersicum</i> L. ( <i>syn. Lycopersicon</i> <i>esculentum</i> )	Tomato / Tamatie	Rotam 4 Stevens	1988-06-01 1988-06-01

Botanical name	Common name	Denomination of variety	Date of commencement
<i>Sorghum bicolor</i> (L.) Moench.	Grain sorghum / Graansorghum	NS 5511	2009-01-31
		NS 5655	2012-01-01
<i>Sorghum</i> spp.	Perennial forage Sorghum / Meerjarige Voersorghum	Jaffa	2007-02-01
		Silk	1995-01-01
<i>Trifolium repens</i> L.	White clover / Witklawer	AgriDan	2013-01-01
		AgriMatt	2013-01-01
<i>Triticum aestivum</i> L.	Wheat / Koring	Baviaans	2004-09-01
		Betta DN	1999-01-01
		Caledon	2004-09-01
		CRN 826	2004-09-01
		DM1817T	2023-02-01
		Duzi	2006-02-01
		Elands	2004-09-01
		Gariep	1997-07-01
		IS TORDO	2023-02-01
		Kariega	1998-01-01
		Komati	2004-09-01
		Koonap	2013-03-01
		Krokodil	2006-02-01
		Kwartel	2013-03-01
		Limpopo	1999-01-01
		Mac B	2004-09-01
		Matlabas	2006-02-01
		Olifants	2004-09-01
		PAN 3118	2003-03-01
		PAN 3120	2012-01-01
		PAN 3355	2012-01-01
		PAN 3368	2012-01-01
		PAN 3379	2012-01-01
		PAN 3408	2012-01-01
		PAN 3471	2012-01-01
		PAN 3478	2012-01-01
		Ratel	2013-03-01
		Sabie	2010-01-31
		Senqu	2013-03-01
		SST 88	2000-06-01
		SST 94	2000-06-01
		SST 015	2004-09-01
		SST 027	2004-09-01
		SST 047	2009-01-31
		SST 056	2009-01-31
		SST 087	2010-01-31
SST 0117	2022-08-01		
SST 0147	2018-12-01		
SST 0166	2018-12-01		
SST 0187	2024-02-13		
SST 322	2004-09-01		
SST 347	2009-01-31		
SST 356	2009-01-31		
SST 363	1999-11-01		
SST 374	2010-01-31		
SST 387	2010-01-31		
SST 398	2013-03-01		
SST 399	2009-01-31		
SST 806	2009-01-31		
SST 822	1999-11-01		
SST 835	2004-09-01		
SST 843	2013-03-01		

Botanical name	Common name	Denomination of variety	Date of commencement
		SST 866 SST 867 SST 875 SST 876 SST 877 SST 884 SST 895 SST 896 SST 0208 SST 3149 SST 3156 SST 3176 SST 3186 SST 3197 SST 3207 SST 8125 SST 8135 SST 8154 SST 8155 SST 8156 SST 8175 SST 8177 SST 8205 SST 8227 Steenbras Tankwa	2013-03-01 2010-01-31 2010-01-31 1999-11-01 2010-01-31 2013-03-01 2013-03-01 2013-03-01 2025-02-25 2016-12-01 2022-08-01 2022-08-01 2022-08-01 2024-02-13 2025-02-25 2016-12-01 2016-12-01 2018-12-01 2018-12-01 2022-08-01 2022-08-01 2024-02-13 2024-02-13 2024-02-13 2004-09-01 2010-01-31
<i>Triticum durum</i> Desf.	Durum wheat / Durum koring	SSD 8113 SSD 8124 SSD 8133 SSD 8143 SSD 8154	2018-12-01 2018-12-01 2018-12-01 2018-12-01 2018-12-01
x <i>Triticosecale</i> Witt. ex A. Camus ( <i>Triticum</i> x <i>Secale</i> )	Triticale / Korog, Tritikale	AgBeacon AgBentley AgMarcell Cloc 1 Kiewiet Snel US 2007 US 2011 US 2014	2012-01-01 2016-12-01 2018-12-01 1993-11-30 1997-07-01 2016-12-01 2008-01-31 2016-12-01 2016-12-01
<i>Vigna unguiculata</i> (L.) Walp	Cowpea / Akkerboon	Agri-Nawa Encore	2007-02-01 2007-02-01
<i>Zea mays</i> L.	Yellow maize / Geelmielie	Colorado	2003-03-01
<i>Zea mays</i> L.	White maize / Witmielie	Afric 1 Mac Medium Pearl Nelson's Choice Nevada ZM 521 ZM 1421 ZM 1423 ZM 1523 ZM 1623	2004-09-01 1995-01-30 2004-09-01 2003-03-01 2004-09-01 2008-01-31 2008-01-31 2008-01-31 2008-01-31
<i>Zea mays</i> L.	High Quality Protein White Maize / Hoë Proteïen Witmielie	Obatanpa SR QS-King Qsoba	2008-01-31 2009-01-31 2006-02-01

**TABLE 6**  
**PORTS OF ENTRY AND ADDRESSES FOR SUBMISSION OF DECLARATIONS [REG. 39, 42]**

Port of entry	Address for submission
1	2
<b>Cape Town:</b> (i) Harbour. (ii) Container Depot. (iii) Cape Town International Airport (iv) Main Post Office.	The Regional Manager, Western Cape; Directorate: Inspection Services. (i) Fifth Floor, Customs Building, Lower Heerengracht Street, Foreshore, Cape Town Port, 8012 (ii) Corner Agent and Boeing Road, Cargo Section, Cape Town International Airport (ii) Private Bag X9037, Cape Town, 8000. (iv) Grand Central Building, Plein Street, Cape Town City Centre, Cape Town, 8000
<b>Durban:</b> (i) Harbour. (ii) Container Depot. (iii) King Shaka International Airport. (iv) Main Post Office.	The Regional Manager, KwaZulu-Natal; Directorate: Inspection Services. (i) 20 <sup>th</sup> Floor, John Ross House, 23/25 Margaret Mncadi Avenue, Durban, 4001. (ii) South African Container Depot (SACD) Pier 2, 30 Breede Road, Bayhead, Durban port. (iii) King Shaka Drive, La Mercy, 4407 (iv) 95 Masabalala Yengwa Ave, Stanford Hill, Durban, 4001
<b>East London:</b> (i) Harbour. (ii) Airport. (iii) Main Post Office.	The Officer in Charge, East London; Directorate: Inspection Services. (i) No. 7 Arundel Crescent, Stirling, East London, 5201. (ii) Private Bag X9006, East London, 5200.
<b>Gqeberha:</b> (i) Harbour. (ii) Container Depot. (iii) Port Elizabeth Airport. (iv) Main Post Office.	The Regional Manager, Eastern Cape; Directorate: Inspection Services. (i) I.C.I. Building, 54 Paterson Road, North End, Port Elizabeth, 6056. (ii) Private Bag X3917, Port Elizabeth, 6056.
<b>Johannesburg:</b> (i) Container Depot. (ii) Main Post Office. <b>Kempton Park:</b> (i) OR Tambo International Airport.	The Officer in Charge, Kempton Park; Directorate: Inspection Services. (i) Perishable Cargo Triangle, Northern Perimeter Road, OR Tambo International Airport. (ii) Private Bag X4, OR Tambo International Airport, 1627.
Pretoria: (i) <b>Main Post Office.</b>	The Officer in Charge, Pretoria; Directorate: Inspection Services. (i) 140 Hamilton Street, Pretoria, 0002. (ii) Private Bag X258, Pretoria, 0001.
<b>Vooldsdrift Border Post</b>	The Directorate: Inspection Services. i. Vooldsdrift border post, N7, 8244 ii. Private bag x1015, Steinkopf, 8244
<b>Nakop border Post</b>	The Directorate: Inspection Services. i. Nakop border Post, N10, Nakop, 8800 ii. P.O. Box 1523, Upington, 8800
<b>Ramatlabama Border Post</b>	The Directorate: Inspection Services. i. Ramatlabama Border Post, Mikga, Mafikeng, 2735. ii. P.O. Box 5603, Mmabatho, 2735.
<b>Skilpadshek Border Post</b>	The Directorate: Inspection Services. i. Skilpadshek Border Post, N4 ii. P.O. Box 5603, Mmabatho, 2735.
<b>Kopfontein Border Post</b>	The Directorate: Inspection Services. i. Kopfontein Border Post, R49 ii. P.O. Box 5603, Mmabatho, 2735.
<b>Groblersbridge Border Post</b>	The Officer in Charge, Directorate: Inspection Services. i. Groblersbridge Border Post, N11, Tom Burke

	<ul style="list-style-type: none"> <li>ii. P.O. Box 143, Tom Burge, 3170</li> <li>iii.</li> </ul>
<b>Beitbridge Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Beitbridge Border Post, N1, Musina</li> <li>ii. Private bag X4002, Musina, 0900</li> </ul>
<b>Lebombo Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Lebombo Border Post, N4, Komatipoort.</li> <li>ii. P.O. Box 1241, Komatipoort, 1340.</li> </ul>
<b>Mananga Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Mananga Border Post, R571, Tonga area</li> <li>ii. P.O. Box 666, Komatipoort, 1340</li> </ul>
<b>Jeppesreef Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Jeppesreef Border Post, R570, Shongwe Mission</li> <li>ii. P.O. Box 1491, Shongwe Mission, 1331</li> </ul>
<b>Oshoek Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Oshoek border Post, N17, Oshoek</li> <li>ii. P.O. Box 247, Oshoek, 2356</li> </ul>
<b>Mahamba Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Mahamba border Post, R543, Mahamba</li> <li>ii. P/Bag 5024, Piet retief, 2380</li> </ul>
<b>Golela Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Golela border Post.</li> <li>ii. P.O. Box 164, Pongola, 3170</li> </ul>
<b>Kosibay Border post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Kosibay, Emanguzi, Kwangwanase.</li> <li>ii. P.O. Box 509, Kwa Ngwanase, 3973</li> </ul>
<b>Maseru Bridge Border Post</b>	<p>The Directorate: Inspection Services.</p> <ul style="list-style-type: none"> <li>i. Maserubridge Border Post, N8, Ladybrand.</li> <li>ii. P.O. Box 1451, Lady Brand, 9745</li> </ul>

**TABLE 7**  
**PARTICULARS RELATING TO VARIETIES TO BE PUBLISHED IN NATIONAL VARIETAL LIST**  
**JOURNAL [REG. 53]**

No.	Subject of publication	Particulars to be published
1	Registration of an application for national listing [sec 30; reg 52]	Kind of plant (scientific and common name) Application number (NLI number) Approved variety denomination Name of applicant Country of origin of the variety Name of agent Filing Date of application
2	Withdrawal of an application for national listing [sec 28; reg 59]	Kind of plant (scientific and common name) Application number (NLI number) Name of applicant Name of agent Variety denomination or approved amendment thereof Withdrawal Date
3	Lapsing of an application for national listing [sec 28]	Kind of plant (scientific and common name) Application number (NLI number) Name of applicant Name of agent Variety denomination or approved amendment thereof Lapsing date
4	Rejection of an application for national listing [sec 29]	Kind of plant (scientific and common name) Application number (NLI number) Name of applicant Name of agent Variety denomination or approved amendment thereof Rejection date
5	Approval for national listing [sec 37; reg 54]	Kind of plant (scientific and common name) Application number (NLI number) Variety denomination or approved amendment thereof Name of applicant Name of agent Approval number Approval date

6	Refusal for national listing [sec 36]	Kind of plant (scientific and common name) Application number (NLI number) Name of applicant Name of agent Variety denomination or approved amendment thereof Refusal date
7	Amendment of the agent [sec 31; reg 62]	Kind of plant (scientific and common name) Application or Approval number Name of applicant Variety denomination or approved amendment thereof Name of previous agent Name of new agent Date of amendment
8	Amendment of the applicant [sec 31; reg 62]	Kind of plant (scientific and common name) Application number (NLI number) Application date Variety denomination or approved amendment thereof Name of previous applicant Name of new applicant Name of agent Date of amendment
9	Change of ownership of an approved variety [sec 31, reg 62]	Kind of plant (scientific and common name) Approval number Approval date Variety denomination or approved amendment thereof Name of previous owner (holder) Name of new owner (holder) Name of agent Date of amendment
10	Intention to amend an approved variety denomination [sec 34, reg 65]	Kind of plant (scientific and common name) Application or Approval number Name of applicant Name of agent Previous Denomination Proposed alternative denomination
11	Approval or rejection of a request to amend a variety denomination [sec 34, reg 65]	Kind of plant (scientific and common name) Application or Approval number

		Name of applicant Name of agent Previous Denomination Approved alternative denomination (if approved) Date of amendment (if approved)
12	Addition of a synonym to an approved variety denomination [sec 24(3), reg 66]	Kind of plant (scientific and common name) Application or Approval number Name of applicant Name of agent Variety denomination or approved amendment thereof Synonym Date of addition of synonym
13	Removal of a variety denomination from the national list [sec 26, reg 56 ]	Kind of plant (scientific and common name) Approval number Approval date Variety denomination or approved amendment thereof Name of applicant Name of agent Removal date
14	Addition of a variety denomination for compulsory certification in Table 5	Kind of plant (scientific and common name) Variety denomination or approved amendment thereof Maintainer Date of commencement
15	Removal of a variety denomination for compulsory certification from Table 5	Kind of plant (scientific and common name) Variety denomination or approved amendment thereof Removal date

## DEPARTMENT OF EMPLOYMENT AND LABOUR

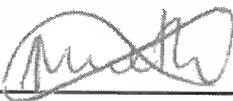
NO. R. 6853

21 November 2025

## LABOUR RELATIONS ACT, 1995

**FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF THE  
MAIN COLLECTIVE AMENDING AGREEMENT**

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Furniture Bargaining Council**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after the date of publication of this Notice and for the period ending **30 April 2028**.



---

**MS N METH, MP**  
**MINISTER OF EMPLOYMENT AND LABOUR**

**DATE:** 7 November 2025.....

**SCHEDULE****FURNITURE BARGAINING COUNCIL****MAIN COLLECTIVE AMENDING AGREEMENT**

In accordance with the provisions of the Labour Relations Act 1995 (Act No 66 of 1995) (as amended), made and entered into by and between the

**Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region**

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part,

and the

**National Union of Furniture and Allied Workers of South Africa**

and

**Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part  
being parties to the Furniture Bargaining Council

hereby agree to amend and extend the Main Collective Agreement published under Government Notice No. R. 5766 of 24 January 2025, Government Notice No. R. 6036 of 25 March 2025 and Government Notice No R.6523 of 22 August 2025.

**CHAPTER 1****1: SCOPE OF APPLICATION**

- 1.1 The terms of this Agreement shall be observed by employers and employees in the Furniture, Bedding and Upholstery Manufacturing Industry as defined hereunder in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

**"Furniture, Bedding and Upholstery Manufacturing Industry"** or "Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or as a

complete unit or in part as a component or components, of all types of furniture and bedding as well as upholstery and /or re-upholstery and will, inter alia include the following:

1. **Furniture**

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating, cutting, edging, drilling and routering. Furniture manufacturing will also include the manufacturing, installation, repairing, polishing, re-polishing, staining, spraying of pianos, organs, movable room/office partitions, kitchen cupboards, kitchen cupboard tops, kitchen cupboard components (irrespective of materials used), attached wall cupboards, built-in cupboards, built-in cupboard components, doors and door frames (the latter doors and door frames exclude doors and door frames manufactured from iron, steel and other metal materials) free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, any other cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres, theatres, shop fitting, office fitting and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, including point of sales counters, screens, interior fittings and fixtures and any form of shelving, irrespective of the materials used and includes any part of an establishment's business carrying out the manufacture of furniture as defined above, whether or not that part is discrete or ancillary to any other business of the employer.

2. **Bedding**

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring units, box-spring mattresses and studio couches, including the manufacturing of bedding and bed frames, irrespective of the materials used.

"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and /or cushions.

### 3. Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

## 2: PERIOD OF OPERATION OF AGREEMENT

2.1 This Agreement shall, in terms of section 31 of the Act, become binding on the above parties from date of signature until 30 April 2028.

2.2 This Agreement shall be binding on non-party employers and employees on the date as determined by the Minister of Employment and Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2028.

## 3. ADDENDUM 1

### FEES, LEVIES AND CONTRIBUTIONS PAYABLE TO THE COUNCIL

#### 1. CLAUSE 5: DEATH AND FUNERAL SCHEME (D.F.S.) CONTRIBUTIONS AND PROVIDENT FUND CONTRIBUTIONS IN RESPECT OF THE NEWLY EMPLOYED EMPLOYEE CONCESSION

Substitute clause 5.2 with the following:

"5.2 The D.F.S. **contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

5.2.1	<b>YEAR ONE to YEAR THREE</b> of employment	R9-00 per week per employee, payable by the employer ONLY.
5.2.2	<b>YEAR FOUR</b> of employment and onwards	R11-40 per week payable by the employee and R11-40 per week payable by the employer (refer to clause 6.3)."

## 2. CLAUSE 6: STANDARD DEATH AND FUNERAL SCHEME (STANDARD D.F.S.) CONTRIBUTIONS

Substitute clause 6.3 with the following:

“6.3 The **Standard D.F.S. contributions** payable to the Council shall amount to the following:

**R11-40** per employee per week per employee payable by the employer and **R11-40** per week payable by the employee.”.

## 3. CLAUSE 7: DEATH AND FUNERAL SCHEME (D.F.S.) CONTRIBUTIONS IN RESPECT OF THE NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

Substitute clause 7.2 with the following:

“7.2 The **D.F.S contributions** for employees employed under the **Newly Established Small Employer Concession (NESEC)**, payable to the following:

<b>PHASE ONE and PHASE TWO</b>	<b>R9-00</b> per week per employee, payable by the employer ONLY.
--------------------------------	---

<b>PHASE THREE and PHASE FOUR</b>	<b>R11-40</b> per week, payable by the employee and <b>R11-40</b> per week per employee payable by the employer (refer to clause 6.3).”.
-----------------------------------	--

## 4. CLAUSE 9: COUNCIL LEVIES

Substitute clause 9.2 with the following:

“9.2 The Council levies payable to the Council shall amount to:

**From the first full pay week of May 2026**

**R16-45** per week per employee payable by the employer and **R16-45** per week payable by the employee.”.

## 5. CLAUSE 10: DISPUTE RESOLUTION LEVY

Substitute clause 10.2 with the following:

“10.2 The Dispute Resolution levies payable to the Council shall amount to:

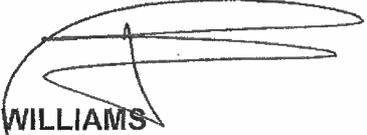
**From the first full pay week of May 2026**

**R2-00** per week per employee payable by the employer and **R2-00** per week payable by the employee.”.

Agreement signed at Johannesburg on this 16 September 2025.



**K CHAUKE**  
Chairman of the Council



**D WILLIAMS**  
Vice-Chairman of the Council



**WA JANSE VAN RENSBURG**  
General Secretary



## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6854

21 November 2025

**LABOUR RELATIONS ACT, 1995  
REGISTRATION OF A TRADE UNION**

I, Lehlohonolo Molefe, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **South African Taxi Drivers Workers Union (SATDWU) (LR 2/6/2/3742)** has been registered as a trade union with effect from *03 November 2025*.....

**REGISTRAR OF LABOUR RELATIONS**

## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6855

21 November 2025

## LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING  
INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING COLLECTIVE  
AGREEMENT**

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Clothing Manufacturing Industry**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and for the period ending 31 August 2028.



---

**MS N METH, MP****MINISTER OF EMPLOYMENT AND LABOUR****DATE:** 7 November 2025

**UMNYANGO WEZEMISEBENZI NEZABASEBENZI**

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**  
**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI**  
**EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA**  
**KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI NESICHIBIYELAYO**  
**SELULELWA KULABO ABANGEYONA INGXEENYE YESIVUMELWANO**

Mina, **NOMAKHOSAZANA METH**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2028.



---

**MS N METH, MP**

**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**

**USUKU:** 7 November 2025

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING  
MANUFACTURING INDUSTRY****NATIONAL MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made  
and entered into by and between the

Apparel and Textile Association of South Africa ('ATASA')

South African Apparel Association ('SAAA')

South African Clothing Manufacturers Association ('SACMA')

(hereinafter referred to as the "employers" or the "employers' organisations")

of the one part, and the

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other

part, being the parties to the National Bargaining Council for the Clothing

Manufacturing Industry,

## 1. SCOPE OF APPLICATION

1.1. The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

- Part A Provisions for the Eastern Cape Region
- Part B Provisions for the Free State and Northern Cape Region
- Part C Provisions for the KwaZulu-Natal Region
- Part D Provisions for the Northern Region (Clothing)
- Part E Provisions for the Northern Region (Knitting)
- Part F Provisions for the Western Cape Region (Clothing)
- Part G Provisions for the Western Cape Region (Country Areas)
- Part H Provisions for the Western Cape Region (Knitting)
- Part I Provisions for the Non-Metro Areas

by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

1.2. The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300, (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

## 2. PERIOD OF OPERATION OF THIS AGREEMENT

2.1. This agreement is binding on the parties hereto from 1 September 2024 until 31 August 2028 unless the parties agree otherwise in writing.

2.2. The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and

extended to non-parties until 31 August 2028, unless the parties agree otherwise in writing.

### **3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)**

**3.1.** Insert new clause:

#### **5.1 REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- 5.1.1** All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- 5.1.2** The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- 5.1.3** Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- 5.1.4** All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

**3.2.** In the following clauses, substitute the existing expression, for the new expression:

- 5.1 for 5.2
- 5.2 for 5.3

**3.3.** In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(a)		Foreman				
			3 189,00	2 551,00	3 204,50	2 563,50
(b)		Designer:				
	(i)	Qualified:	4 066,00	3 253,00	4 085,00	3 268,00
	(ii)	Learners:				
		first six months of experience	1 387,50	1 209,18	1 392,50	1 209,18
		second six months of experience	1 616,00	1 293,00	1 620,00	1 296,00
		third six months of experience	1 933,00	1 546,50	1 942,00	1 553,50
		fourth six months of experience	2 153,00	1 722,50	2 163,50	1 731,00
		fifth six months of experience	2 393,00	1 914,50	2 408,00	1 926,50
		sixth six months of experience	2 596,00	2 077,00	2 607,50	2 086,00
		seventh six months of experience	2 825,50	2 260,50	2 841,00	2 273,00
		eighth six months of experience	3 053,00	2 442,50	3 069,50	2 455,50
		next four months of experience	3 241,00	2 593,00	3 254,00	2 603,00
		Thereafter, the wage specified in (b)(i) i.e.	4 066,00	3 253,00	4 085,00	3 268,00
(c)		Grader:				
	(i)	Qualified:	2 920,50	2 336,50	2 933,00	2 346,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 494,50	1 209,18	1 501,50	1 209,18
		third six months of experience	1 625,50	1 300,50	1 635,00	1 308,00

WAGES		GROUP A		GROUP B	
	DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	fourth six months of experience	1 705,00	1 364,00	1 711,50	1 369,00
	fifth six months of experience	1 971,50	1 577,00	1 980,50	1 584,50
	sixth six months of experience	2 109,50	1 687,50	2 121,50	1 697,00
	seventh six months of experience	2 225,50	1 780,50	2 236,50	1 789,00
	eighth six months of experience	2 338,00	1 870,50	2 348,50	1 879,00
	next four months of experience	2 488,00	1 990,50	2 501,00	2 001,00
	Thereafter, the wage specified in (c)(i) i.e.	2 920,50	2 336,50	2 933,00	2 346,50
(d)	Marker-in:				
	(i) Qualified:	2 225,50	1 780,50	2 236,50	1 789,00
	(ii) Learners:				
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 471,50	1 209,18	1 480,50	1 209,18
	third six months of experience	1 571,50	1 257,00	1 579,50	1 263,50
	fourth six months of experience	1 675,50	1 340,50	1 682,50	1 346,00
	next four months of experience	1 870,50	1 496,50	1 880,00	1 504,00
	Thereafter, the wage specified in (d)(i) i.e.	2 225,50	1 780,50	2 236,50	1 789,00
(e)	Band-knife cutter:				
	Qualified	2 225,50	1 780,50	2 236,50	1 789,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee				
(f)		Cutter-out:				
	(i)	Qualified:	1 967,50	1 574,00	1 976,00	1 581,00
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 442,00	1 209,18	1 446,50	1 209,18
		third six months of experience	1 487,00	1 209,18	1 492,50	1 209,18
		fourth six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
		next four months of experience	1 607,50	1 286,00	1 616,00	1 293,00
		Thereafter, the wage specified in (f)(i) i.e.	1 967,50	1 574,00	1 976,00	1 581,00
(g)		Layer-up:				
	(i)	Qualified:	1 544,00	1 235,00	1 548,00	1 238,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
		third six months of experience	1 428,00	1 209,18	1 436,50	1 209,18
		fourth six months of experience	1 450,50	1 209,18	1 459,50	1 209,18
		Thereafter, the wage specified in (g)(i) i.e.	1 544,00	1 235,00	1 548,00	1 238,50

WAGES		GROUP A		GROUP B	
	DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(h)	Specialised presser:				
	(i) Qualified:	2 145,50	1 716,50	2 158,00	1 726,50
	(ii) Learners:				
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 430,50	1 209,18	1 441,00	1 209,18
	third six months of experience	1 483,50	1 209,18	1 489,00	1 209,18
	fourth six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
	fifth six months of experience	1 602,50	1 282,00	1 609,00	1 287,00
	sixth six months of experience	1 657,50	1 326,00	1 662,50	1 330,00
	seventh six months of experience	1 810,50	1 448,50	1 822,50	1 458,00
	eighth six months of experience	1 877,00	1 501,50	1 886,00	1 509,00
	next four months of experience	1 919,50	1 535,50	1 928,50	1 543,00
	Thereafter, the wage specified in (h)(i) i.e.	2 145,50	1 716,50	2 158,00	1 726,50
(i)	Examiner:				
	(i) Qualified:	1 837,50	1 470,00	1 844,00	1 475,00
	(ii) Learners:				
	first six months of experience	1 540,00	1 232,00	1 546,50	1 237,00
	Thereafter, the wage specified in (i)(i) i.e.	1 837,50	1 470,00	1 844,00	1 475,00

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(j)(a)		Machinist:				
	(i)	Qualified:	1 802,00	1 441,50	1 809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
		third six months of experience	1 448,00	1 209,18	1 457,00	1 209,18
		Thereafter, the wage specified in (j)(i) i.e.	1 802,00	1 441,50	1 809,50	1 447,50
(j)(b)		Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
	(i)	Qualified:	1 802,00	1 441,50	1 809,50	1 447,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
		third six months of experience	1 448,00	1 209,18	1 457,00	1 209,18
		fourth six months of experience	1 498,00	1 209,18	1 503,00	1 209,18
		next four months of experience	1 537,00	1 229,50	1 544,50	1 235,50
		Thereafter, the wage specified in (j)(i) i.e.	1 802,00	1 441,50	1 809,50	1 447,50
(k)		Progress examiner:				
	(i)	Qualified:	1 822,50	1 458,00	1 827,50	1 462,00

WAGES		GROUP A		GROUP B	
	DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(ii) Learners:				
	first six months of experience	1 443,50	1 209,18	1 450,00	1 209,18
	Thereafter, the wage specified in (k)(i) i.e.	1 822,50	1 458,00	1 827,50	1 462,00
(l)	Despatcher:				
	(i) Qualified:	1 724,00	1 379,00	1 730,50	1 384,50
	(ii) Learners:				
	first six months of experience	1 457,00	1 209,18	1 461,50	1 209,18
	Thereafter, the wage specified in (l)(i) i.e.	1 724,00	1 379,00	1 730,50	1 384,50
(m)	Checker in the Knitting section:				
	(i) Qualified:	1 530,00	1 224,00	1 539,00	1 231,00
	(ii) Learners:				
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
	third six months of experience	1 442,00	1 209,18	1 446,50	1 209,18
	Thereafter, the wage specified in (m)(i) i.e.	1 530,00	1 224,00	1 539,00	1 231,00
(n)	General Worker:				
	(i) Qualified:	1 485,50	1 209,18	1 491,50	1 209,18
	(ii) Learners:				

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 406,50	1 209,18	1 410,50	1 209,18
	Thereafter, the wage specified in (n)(i) i.e.	1 485,50	1 209,18	1 491,50	1 209,18
(o)	Steambox pleater:				
	(i) Qualified:	1 752,00	1 401,50	1 758,00	1 406,50
	(ii) Learners:				
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 437,00	1 209,18	1 443,50	1 209,18
	third six months of experience	1 483,50	1 209,18	1 489,00	1 209,18
	fourth six months of experience	1 539,00	1 231,00	1 545,50	1 236,50
	Thereafter, the wage specified in (o)(i) i.e.	1 752,00	1 401,50	1 758,00	1 406,50
(p)	Plain sewer:				
	(i) Qualified:	1 539,00	1 231,00	1 545,50	1 236,50
	(ii) Learners:				
	first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
	second six months of experience	1 390,50	1 209,18	1 396,50	1 209,18
	third six months of experience	1 407,00	1 209,18	1 413,50	1 209,18
	fourth six months of experience	1 428,00	1 209,18	1 436,50	1 209,18
	next four months of experience	1 457,00	1 209,18	1 461,50	1 209,18

WAGES			GROUP A		GROUP B	
		DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter, the wage specified in (p)(i) i.e.	1 539,00	1 231,00	1 545,50	1 236,50
(q)		General assistant	1 682,50	1 346,00	1 689,50	1 351,50
(r)		Cleaner	1 498,00	1 209,18	1 503,00	1 209,18
(s)		Tea maker	1 498,00	1 209,18	1 503,00	1 209,18
(t)		Watchman	1 822,50	1 458,00	1 827,50	1 462,00
(u)		Motor vehicle driver:				
	(i)	(aa) does not exceed 453 kg	1 816,00	1 453,00	1 823,00	1 458,50
		(ab) exceeds 453 kg but does not exceed 2 722 kg	1 952,50	1 562,00	1 961,50	1 569,00
		(ac) exceeds 2 722 kg but does not exceed 4 536 kg	2 159,50	1 727,50	2 164,50	1 731,50
		(ad) exceeds 4 536 kg	2 524,00	2 019,00	2 538,50	2 031,00
	(ii)	Part-time driver of a motor vehicle	1 685,00	1 348,00	1 690,00	1 352,00
(v)		Clicker:				
	(i)	Qualified:	2 947,00	2 357,50	2 960,50	2 368,50
	(ii)	Learners:				
		first six months of experience	1 374,00	1 209,18	1 380,00	1 209,18
		second six months of experience	1 487,00	1 209,18	1 492,50	1 209,18
		third six months of experience	1 608,00	1 286,50	1 617,50	1 294,00
		fourth six months of experience	1 819,00	1 455,00	1 824,00	1 459,00
		fifth six months of experience	1 956,00	1 565,00	1 963,00	1 570,50

WAGES		GROUP A		GROUP B	
	DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	sixth six months of experience	2 062,00	1 649,50	2 070,50	1 656,50
	seventh six months of experience	2 187,00	1 749,50	2 199,00	1 759,00
	eighth six months of experience	2 302,50	1 842,00	2 312,00	1 849,50
	next four months of experience	2 427,00	1 941,50	2 436,00	1 949,00
	Thereafter, the wage specified in (v)(i) i.e.	2 947,00	2 357,50	2 960,50	2 368,50
(w)	Beader	1 837,50	1 470,00	1 844,00	1 475,00
(x)	Chlorinator	1 652,50	1 322,00	1 661,50	1 329,00
(y)	Componder	1 956,00	1 565,00	1 963,00	1 570,50
(z)	Dipper				
	(i) Qualified:				
	Category A	1 956,00	1 565,00	1 963,00	1 570,50
	Category B	1 998,50	1 599,00	2 008,00	1 606,50
	Category C	2 065,50	1 652,50	2 072,00	1 657,50
	(ii) Learners:				
	first six months of experience to Category A	1 487,50	1 209,18	1 494,50	1 209,18
	first six months of experience to Category B	1 956,00	1 565,00	1 963,00	1 570,50
	first six months of experience to Category C	1 998,50	1 599,00	2 008,00	1 606,50
(aa)	Glove turner	2 371,50	1 897,00	2 382,00	1 905,50

WAGES		GROUP A		GROUP B	
	DESCRIPTION	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025= 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(ab)	Mouldmaker	1 879,50	1 503,50	1 887,00	1 509,50
(ac)	Packer	1 579,50	1 263,50	1 585,50	1 268,50
(ad)	Quality product co-ordinator	2 480,00	1 984,00	2 489,50	1 991,50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 <sup>1</sup> / <sub>3</sub> per cent:				
	Provided that-				
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;				
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase Across-the-Board, which is equivalent to 6,1%					

3.4. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	3 443,50	2 755,00	3 403,00	2 722,50	3 456,50	2 765,00	3 416,00	2 733,00
(b)	Learner								
	First year								
	First six months of experience	1 929,00	1 543,00	1 906,50	1 525,00	1 934,00	1 547,00	1 911,00	1 529,00
	Second six months of experience	2 130,00	1 704,00	2 105,00	1 684,00	2 136,50	1 709,00	2 111,50	1 689,00
	Second year								
	First six months of experience	2 328,50	1 863,00	2 301,00	1 841,00	2 340,00	1 872,00	2 312,50	1 850,00
	Second six months of experience	2 542,50	2 034,00	2 512,50	2 010,00	2 554,50	2 043,50	2 524,50	2 019,50
	Third year								
	First six months of experience	2 774,00	2 219,00	2 741,50	2 193,00	2 785,50	2 228,50	2 752,50	2 202,00
	Next four months of experience	2 992,00	2 393,50	2 957,00	2 365,50	3 007,00	2 405,50	2 971,50	2 377,00

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
Thereafter, the wage specified in (a), i.e.		3 443,50	2 755,00	3 403,00	2 722,50	3456,50	2765,00	3416,00	2733,00
<b>Pattern Grader</b>									
(a)	Qualified	2 777,00	2 221,50	2 744,50	2 195,50	2788,50	2231,00	2755,50	2204,50
(b)	Learner								
	First year								
	First six months of experience	1 811,00	1 449,00	1 789,50	1 431,50	1823,50	1459,00	1802,00	1441,50
	Second six months of experience	1 929,00	1 543,00	1 906,50	1 525,00	1934,00	1547,00	1911,00	1529,00
	Second year								
	First six months of experience	2 040,00	1 632,00	2 016,00	1 613,00	2054,00	1643,00	2030,00	1624,00
	Second six months of experience	2 187,50	1 750,00	2 162,00	1 729,50	2197,50	1758,00	2171,50	1737,00
	Third year								
	First six months of experience	2 328,50	1 863,00	2 301,00	1 841,00	2340,00	1872,00	2312,50	1850,00
	Next four months of experience	2 479,50	1 983,50	2 450,50	1 960,50	2492,00	1993,50	2462,50	1970,00

CONTINUES ON PAGE 130 OF BOOK 2

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001  
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za  
Publications: Tel: (012) 748 6053, 748 6061, 748 6065



# Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA  
REPUBLIEK VAN SUID AFRIKA

*Regulation Gazette*

**No. 11907**

*Regulasiekoerant*

Vol. 725

21

November  
November 2025

No. 53707

**PART 2 OF 2**

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

ISSN 1682-5845



9 771682 584003



**AIDS HELPLINE: 0800-0123-22 Prevention is the cure**

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
	Thereafter, the wage specified in (a), i.e.	2 777,00	2 221,50	2 744,50	2 195,50	2788,50	2231,00	2755,50	2204,50
<b>Football Jersey Cutter</b>									
(a)	Qualified	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
(b)	Learner								
	First year								
	First six months of experience	1 449,50	1 223,58	1 432,50	1 209,18	1453,50	1223,58	1436,50	1209,18
	Second six months of experience	1 536,50	1 229,00	1 518,50	1 215,00	1542,00	1233,50	1524,00	1219,00
	Second year								
	First six months of experience	1 616,00	1 293,00	1 597,00	1 277,50	1624,50	1299,50	1605,50	1284,50
	Second six months of experience	1 702,00	1 361,50	1 682,00	1 345,50	1711,50	1369,00	1691,50	1353,00
	Third year								
	First four months of experience	1 785,50	1 428,50	1 764,50	1 411,50	1792,50	1434,00	1771,50	1417,00
	Thereafter, the wage specified in (a), i.e.	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
<b>Layer-up</b>									
(a)	Qualified	1 664,50	1 331,50	1 645,00	1 316,00	1670,00	1336,00	1650,50	1320,50
(b)	Learner								
	First year								
	First six months of experience	1 401,00	1 223,58	1 384,50	1 209,18	1407,00	1223,58	1390,50	1209,18
	Second six months of experience	1 449,50	1 223,58	1 432,50	1 209,18	1453,50	1223,58	1436,50	1209,18
	Second year								
	First six months of experience	1 513,50	1 223,58	1 495,50	1 209,18	1521,00	1223,58	1503,00	1209,18
	Thereafter, the wage specified in (a), i.e.	1 664,50	1 331,50	1 645,00	1 316,00	1670,00	1336,00	1650,50	1320,50
<b>Part B - Factory Operatives</b>									
<b>Grade A employee</b>									
(a)	Qualified	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00
(b)	Learner								

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
	First year								
	First six months of experience	1 497,50	1 223,58	1 480,00	1 209,18	1503,50	1223,58	1486,00	1209,18
	Second six months of experience	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
	Second year								
	First six months of experience	1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
	Second six months of experience	1 811,00	1 449,00	1 789,50	1 431,50	1823,50	1459,00	1802,00	1441,50
	Third year								
	First four months of experience	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
	Thereafter, the wage specified in (a), i.e.	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00
<b>Grade B employee</b>									
(a)	Qualified	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
(b)	Learner								
	First year								

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees ON Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees ON Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees ON Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees ON Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R	R	R	R	R
First six months of experience	1 476,50	1 223,58	1 459,00	1 209,18	1484,00	1223,58	1466,50	1209,18
Second six months of experience	1 553,50	1 243,00	1 535,00	1 228,00	1559,50	1247,50	1541,00	1233,00
Second year								
First six months of experience	1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
Thereafter, the wage specified in (a), i.e.	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
(c) If advanced to Grade A employee:								
First six months from date of advancement	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50
Second six months from date of advancement	1 873,00	1 498,50	1 851,00	1 481,00	1881,50	1505,00	1859,50	1487,50
Third six months from date of advancement	1 930,50	1 544,50	1 908,00	1 526,50	1939,00	1551,00	1916,00	1533,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	2 130,00	1 704,00	2 105,00	1 684,00	2136,50	1709,00	2111,50	1689,00

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
<b>Grade C employee</b>									
(a)	Qualified	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
(b)	Learner								
	First year								
	First six months of experience	1 446,00	1 223,58	1 429,00	1 209,18	1452,50	1223,58	1435,50	1209,18
	Second six months of experience	1 487,00	1 223,58	1 469,50	1 209,18	1494,50	1223,58	1477,00	1209,18
	Thereafter, the wage specified in (a), i.e.	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
	Second six months from date of advancement	1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 819,00	1 455,00	1 797,50	1 438,00	1826,00	1461,00	1804,50	1443,50

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R	R	R	R	R
<b>Part C - Clerical Employees</b>									
<b>Clerk</b>									
(a)	Qualified	2 343,00	1 874,50	2 315,50	1 852,50	2354,50	1883,50	2327,00	1861,50
(b)	Learner								
	First year	1 731,00	1 385,00	1 710,50	1 368,50	1735,50	1388,50	1715,00	1372,00
	Second year	1 880,00	1 504,00	1 858,00	1 486,50	1888,50	1511,00	1866,50	1493,00
	Third year								
	First four months of experience	2 055,00	1 644,00	2 031,00	1 625,00	2064,50	1651,50	2040,00	1632,00
	Thereafter, the wage specified in (a), i.e.	2 343,00	1 874,50	2 315,50	1 852,50	2354,50	1883,50	2327,00	1861,50
<b>Factory Clerk</b>									
(a)	Qualified	1 758,00	1 406,50	1 737,50	1 390,00	1767,50	1414,00	1746,50	1397,00
(b)	Learner								
	First year	1 401,00	1 223,58	1 384,50	1 209,18	1407,00	1223,58	1390,50	1209,18
	Second year	1 493,00	1 223,58	1 475,50	1 209,18	1500,50	1223,58	1483,00	1209,18
	Third year								
	First four months of	1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00

WAGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
DESCRIPTION		Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R	R	R	R	R
	experience								
	Thereafter, the wage specified in (a), i.e.	1 758,00	1 406,50	1 737,50	1 390,00	1767,50	1414,00	1746,50	1397,00
<b>Part D – General</b>									
<b>Boiler attendant</b>		1 669,50	1 335,50	1 650,00	1 320,00	1678,50	1343,00	1659,00	1327,00
<b>Despatch packer</b>		1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
<b>General Worker</b>		1 615,00	1 292,00	1 596,00	1 277,00	1621,50	1297,00	1602,50	1282,00
<b>Labourer</b>		1 632,00	1 305,50	1 613,00	1 290,50	1638,00	1310,50	1618,50	1295,00
<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -</b>									
(a)	does not exceed 1 360 kg	1 725,00	1 380,00	1 704,50	1 363,50	1732,00	1385,50	1711,50	1369,00
(b)	exceeds 1 360 but not 2 720 kg	1 791,00	1 433,00	1 770,00	1 416,00	1798,50	1439,00	1777,50	1422,00
(c)	exceeds 2 720 kg	2 040,00	1 632,00	2 016,00	1 613,00	2054,00	1643,00	2030,00	1624,00

WAGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)				GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)			
	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2024 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42.5hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026 (Based on 42hrs per week)	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R	R	R	R	R
Supervisor, quality controller and instructor	2 187,50	1 750,00	2 162,00	1 729,50	2197,50	1758,00	2171,50	1737,00
Traveller's driver	1 791,00	1 433,00	1 770,00	1 416,00	1798,50	1439,00	1777,50	1422,00
Watchman or caretaker, whose ordinary hours of work are -								
(a) less than 60 hours per week	1 861,00	1 489,00	1 839,00	1 471,00	1869,00	1495,00	1847,00	1477,50
(b) 60 hours per week	1 952,50	1 562,00	1 929,50	1 543,50	1963,50	1571,00	1940,50	1552,50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage in line with this schedule.</b>								

3.5. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
6.3(2)	1 September 2024	1 September 2025

Clause No.	Existing 2024/2025	New 2025/2026
12.1(3)(b)	R1.84	R1.95
12.2	85 cents	63 cents
12.4	86 cents	91 cents
14.1(1)	R3.93	R4.17
14.1(2)	R6.01	R6.38
15(1)	31 August 2025	31 August 2026
15(1)	1 September 2024	1 September 2025
Clause 19 Annexure C (5)	23 cents	24 cents

3.6. Insert new clause no. 26:

**EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE**

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

**4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION)**

4.1. In clause 4(1), insert the following new expression preceding the existing wording:

**“Where any of the Council’s prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.”**

4.2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>A. ALL AREAS</b>					
(i)	(a) Foreman	5251.50	4201.20	5 275.00	4 220.00
	(b) Supervisor/Quality Controller				
	(i) Qualified	2145.50	1716.40	2 158.00	1 726.40
	(ii) Learners				
	first six months of experience	1472.50	1209.18	1 480.50	1 209.18
	second six months of experience	1758.00	1406.40	1 767.00	1 413.60
	Thereafter, the wage specified in (ii)(i) i.e.	2145.50	1716.40	2 158.00	1 726.40
	(c) Cloakroom Supervisor/Watchman	1496.50	1209.18	1 501.00	1 209.18
	(d) Mechanic	4926.50	3941.20	4 951.00	3 960.80
	(e) Unqualified Mechanic	1836.00	1468.80	1 846.50	1 477.20
	(f) Watchman	1496.50	1209.18	1 501.00	1 209.18
	(g) Labourer	1228.00	1209.18	1 229.00	1 209.18
	(h) Boiler Attendant	1285.00	1209.18	1 290.00	1 209.18
(ii)	Pattern Grader				
	(i) Qualified	2 781.50	2 225.20	2 795.50	2 236.40
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18

WAGE SCHEDULE				GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
				R	R	R	R
			second six months of experience	1 288.00	1 209.18	1 292.00	1 209.18
			third six months of experience	1 498.50	1 209.18	1 506.50	1 209.18
			fourth six months of experience	1 718.00	1 374.40	1 724.00	1 379.20
			fifth six months of experience	1 929.50	1 543.60	1 933.50	1 546.80
			sixth six months of experience	2 138.00	1 710.40	2 147.50	1 718.00
			seventh six months of experience	2 352.50	1 882.00	2 362.50	1 890.00
			next four months of experience	2 564.50	2 051.60	2 574.00	2 059.20
			Thereafter. the wage specified in (ii)(i) i.e.	2 781.50	2 225.20	2 795.50	2 236.40
<b>(iii)</b>	<b>Marker-In</b>						
			(i) Qualified	2 145.50	1 716.40	2 158.00	1 726.40
			(ii) Learners				
			first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
			third six months of experience	1 347.00	1 209.18	1 352.50	1 209.18

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		fourth six months of experience	1 475.50	1 209.18	1 483.50	1 209.18
		fifth six months of experience	1 613.50	1 290.80	1 618.50	1 294.80
		sixth six months of experience	1 742.00	1 393.60	1 752.00	1 401.60
		seventh six months of experience	1 878.50	1 502.80	1 887.50	1 510.00
		next four months of experience	2 008.50	1 606.80	2 017.00	1 613.60
		Thereafter, the wage specified in (iii)(i) i.e.	2 145.50	1 716.40	2 158.00	1 726.40
(iv)	<b>Shaper &amp; Chopper-out, other than an interlining and/or trimming chopper-out</b>					
		(i) Qualified	1 720.00	1 376.00	1 729.50	1 383.60
31		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
		fourth six months of experience	1 372.50	1 209.18	1 376.00	1 209.18
		fifth six months of experience	1 487.00	1 209.18	1 496.50	1 209.18

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		next four months of experience	1 603.00	1 282.40	1 611.50	1 289.20
		Thereafter, the wage specified in (iv)(i) i.e.	1 720.00	1 376.00	1 729.50	1 383.60
<b>(v)</b>	<b>Checker, Examiner and/or Passer</b>					
	(i)	Qualified	1 496.50	1 209.18	1 501.00	1 209.18
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
		next four months of experience	1 373.00	1 209.18	1 377.00	1 209.18
		Thereafter, the wage specified in (v)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
<b>(vi)</b>	<b>(a) Invoice Clerk</b>					
	(i)	Qualified	2 145.50	1 716.40	2 158.00	1 726.40
	(ii)	Learners				
		first six months of experience	1 546.50	1 237.20	1 554.00	1 243.20
		Thereafter, the wage specified in (vi)(a)(i) i.e.	2 145.50	1 716.40	2 158.00	1 726.40
	<b>(b) Despatch Clerk, Factory Clerk</b>					

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	<b>and/or Stores Clerk</b>				
	(i) Qualified	1 572.00	1 257.60	1 579.50	1 263.60
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 349.00	1 209.18	1 354.00	1 209.18
	Thereafter, the wage specified in (vi)(b)(i) i.e.	1 572.00	1 257.60	1 579.50	1 263.60
(vii)	<b>Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:</b>				
	(i) Qualified	1 693.50	1 354.80	1 700.00	1 360.00
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	third six months of experience	1 242.50	1 209.18	1 248.00	1 209.18
	fourth six months of experience	1 354.00	1 209.18	1 359.00	1 209.18
	fifth six months of experience	1 465.50	1 209.18	1 474.50	1 209.18

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		next four months of experience	1 581.50	1 265.20	1 589.00	1 271.20
		Thereafter. the wage specified in (vii)(i) i.e.	1 693.50	1 354.80	1 700.00	1 360.00
(viii)	<b>Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:</b>					
	(a)	Does not exceed 2 722 kg	1 850.50	1 480.40	1 859.50	1 487.60
	(b)	Exceeds 2 722 kg	2 152.50	1 722.00	2 162.50	1 730.00
(ix)	<b>Part-time Driver of a Motor Vehicle</b>		1 686.00	1 348.80	1 693.50	1 354.80
(x)	<b>Knitting Machine Operator</b>					
	(i)	Qualified	2 206.00	1 764.80	2 217.50	1 774.00
	(ii)	Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 416.50	1 209.18	1 420.00	1 209.18
		fourth six months of experience	1 614.50	1 291.60	1 619.00	1 295.20
		fifth six months of experience	1 810.00	1 448.00	1 816.50	1 453.20

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		next four months of experience	2 009.00	1 607.20	2 018.50	1 614.80
		Thereafter, the wage specified in (x)(i) i.e.	2 206.00	1 764.80	2 217.50	1 774.00
(xi)	<b>Maintenance hand</b>					
		(i) Qualified	1 266.50	1 209.18	1 269.00	1 209.18
		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		fourth six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		next four months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter, the wage specified in (xi)(i) i.e.	1 266.50	1 209.18	1 269.00	1 209.18
<b>B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD</b>						
(i)	<b>Sewing Machinist</b>					
(a)		(i) Qualified	1 496.50	1 209.18	1 501.00	1 209.18
		(ii) Learners				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter, the wage specified in (i)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
(i)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer</b>					
(b)						
		(i) Qualified	1 496.50	1 209.18	1 501.00	1 209.18
		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		fourth six months of experience	1 258.00	1 209.18	1 266.50	1 209.18
		fifth six months of experience	1 335.50	1 209.18	1 341.00	1 209.18
		next four months of experience	1 416.00	1 209.18	1 419.00	1 209.18

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	Thereafter, the wage specified in (i)(i) i.e.	1 496.50	1 209.18	1 501.00	1 209.18
	<b>Set Leader and/or Team Leader</b>	1 589,00	1 271.20	1 594.00	1 275.20
<b>(ii)</b>	<b>General Worker/Pleater</b>				
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter, the wage specified in (ii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(iii)</b>	<b>Despatch Packer and Layer-up</b>				
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter, the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(iv)</b>	<b>Plain Sewer</b>				
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter, the wage specified in (iv)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
(v)	<b>Sample Machinist</b>	1 700.00	1 360.00	1 709.50	1 367.60
<b>C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT</b>					
(i) (a)	<b>Sewing Machinist</b>				
	(i) Qualified:	1 439.50	1 209.18	1 444.00	1 209.18
	(ii) Learners:				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter, the wage specified in (i)(a)(i) i.e.	1 439.50	1 209.18	1 444.00	1 209.18
(i) (b)	<b>Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:</b>				
	(i) Qualified:	1 439.50	1 209.18	1 444.00	1 209.18
	(ii) Learners:				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		third six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		fourth six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		fifth six months of experience	1 286.00	1 209.18	1 291.50	1 209.18
		Next four months of experience	1 362.50	1 209.18	1 365.50	1 209.18
		Thereafter, the wage specified in (i)(b)(i) i.e.	1 439.50	1 209.18	1 444.00	1 209.18
		<b>Set Leader and/or Team Leader</b>	1 529.00	1 223.20	1 536.00	1 228.80
<b>(ii)</b>		<b>General Worker/Pleater</b>				
		(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
		(ii) Learners				
		first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
		Thereafter, the wage specified in (ii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(iii)</b>		<b>Despatch Packer</b>				

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter. the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(iv)</b>	<b>Layer-Up</b>				
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	second six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter. the wage specified in (iii)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(v)</b>	<b>Plain Sewer</b>				
	(i) Qualified	1 229.00	1 209.18	1 229.00	1 209.18
	(ii) Learners				
	first six months of experience	1 229.00	1 209.18	1 229.00	1 209.18
	Thereafter. the wage specified in (iv)(i) i.e.	1 229.00	1 209.18	1 229.00	1 209.18
<b>(vi)</b>	<b>Sample Machinist</b>	1 634.50	1 307.60	1 639.50	1 311.60

WAGE SCHEDULE	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.</b>				

4.3. In clause 18 substitute the existing expression “Engagement, Transfer and Termination form” for the new expression “Registration of Employees”

4.4. Insert new clause:

#### 18.1 **REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

4.5. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
18.1	18.2
18.2	18.3
18.3	18.4
18.4	18.5
18.5	18.6
18.6	18.7

4.6. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
20(1)(a)	R3,98	R4,22
20(1)(b)	R4.29	R4,55
21(3)	R33.10	R35.12
23D (1)	63 cents	67 cents
23E (2)	93 cents	99 cents
Clause No.	Existing 2024/2025	New 2025/2026
35(4)	16 cents	17 cents
35(5)	28 cents	30 cents
36(1)	1 September 2024	1 September 2025

4.7. Insert new clause no 44

#### EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

## 5. PART C (PROVISIONS FOR THE KWAZULU-NATAL REGION)

5.1. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

“(a)”

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
Description of Occupation		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Part A		R	R	R	R
<b>GRADE 1</b>					
(a)	Qualified	1 919.60	1 535.68	1928.60	1 542.88
(b)	Learner				
	0 - 6 months	1 267.10	1 223.58	1273.15	1 223.58
	7 - 12 months	1 401.55	1 223.58	1408.05	1 223.58
	13 - 18 months **	1 535.90	1 228.72	1543.10	1 234.48
	Thereafter, the qualifying wage applies	1 919.60	1 535.68	1928.60	1 542.88
<b>GRADE 2</b>					
(a)	Qualified	1 668.30	1 334.64	1676.25	1 341.00
(b)	Learner				
	0 - 6 months	1 260.35	1 223.58	1266.15	1 223.58
	Thereafter, the qualifying wage applies	1 668.30	1 334.64	1676.25	1 341.00
<b>GRADE A</b>					
(a)	Qualified	1 709.55	1 367.64	1717.25	1 373.80

39 of 117

12/11/25

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(b) Learner				
	0 - 6 months	1 327.85	1 223.58	1334.15	1 223.58
	Thereafter, the qualifying wage applies	1 709.55	1 367.64	1717.25	1 373.80
<b>HEAD CUTTER</b>		3 062.85	2 405.28	3076.80	2 461.44
<b>ASSISTANT HEAD CUTTER</b>		2 450.05	1 960.04	2461.15	1 968.92
<b>CUTTER/TRIMMER</b>					
	(a) Qualified	1 924.30	1 539.44	1933.30	1 546.64
	(b) Learner				
	0 - 6 months	1 241.60	1 223.58	1241.90	1 223.58
	7 - 12 months	1 348.75	1 223.58	1354.55	1 223.58
	13 - 18 months	1 484.50	1 223.58	1491.50	1 223.58
	19 - 22 months	1 646.05	1 316.84	1653.40	1 322.72
	Thereafter, the qualifying wage applies	1 924.30	1 539.44	1933.30	1 546.64
<b>BAND KNIFE CUTTER</b>					
	(a) Qualified	2 025.20	1 620.16	2034.50	1 627.60
	(b) Learner				
	0 - 6 months	1 350.50	1 223.58	1356.55	1 223.58
	7 - 12 months	1 499.60	1 223.58	1506.60	1 223.58
	13 - 18 months	1 636.40	1 309.12	1644.25	1 315.40
	19 - 22 months	1 792.30	1 433.84	1800.45	1 440.36

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
Description of Occupation		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Thereafter, the qualifying wage applies	2 025.20	1 620.16	2034.50	1 627.60
<b>MECHANIC</b>					
(a)	Qualified	3 291.45	2 633.16	3306.45	2 645.16
(b)	Learner				
	0 - 6 months	1 518.55	1 223.58	1525.45	1 223.58
	7 - 12 months	1 743.80	1 395.04	1752.05	1 401.64
	13 - 18 months	2 001.25	1 601.00	2010.80	1 608.64
	19 - 24 months	2 259.00	1 807.20	2269.60	1 815.68
	25 - 30 months	2 533.50	2 026.80	2545.35	2 036.28
	31 - 36 months	2 786.10	2 228.88	2798.95	2 239.16
	37 - 40 months	3 034.40	2 427.52	3048.50	2 438.80
	Thereafter, the qualifying wage applies	3 291.45	2 633.16	3306.45	2 645.16
<b>CLERK *</b>					
(a)	Qualified	2 057.25	1 645.80	2066.80	1 653.44
(b)	Learner				
	0 - 6 months	1 398.70	1 223.58	1405.20	1 223.58
	7 - 12 months	1 579.30	1 263.44	1586.55	1 269.24
	13 - 18 months	1 727.85	1 382.28	1735.65	1 388.52
	Thereafter, the qualifying wage applies	2 057.25	1 645.80	2066.80	1 653.44
<b>WATCHMAN</b>		1 724.30	1 379.44	1732.25	1 385.80

WAGE SCHEDULE	GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity Incentive Scheme)	
	Description of Occupation	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026
DRIVER 1	1 619.55	1 295.64	1627.05	1 301.64
DRIVER 2	1 769.65	1 415.72	1777.85	1 422.28
DRIVER 3	2 063.55	1 650.84	2073.10	1 658.48
DRIVER 4	2 492.30	1 993.84	2503.95	2 003.16
FOREPERSON	2 359.40	1 887.52	2370.40	1 896.32
*	Provided a registered productivity incentive scheme is in place.			
**	Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.			
<p><b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based 2024-2025 Rand Value Equivalent to 6.1%, Across-the-Board.</b></p>				
<p>Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW</p>				

5.2. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

“(b)

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(i)	<b>Foreman:</b>	3 603.50	2 882.80	3620.15	2 896.12
(ii)	<b>Dyer: (See (iv) below)</b>				
(iii)	<b>Storeman:</b>				
	(i) Qualified:	3 468.60	2 774.88	3484.60	2 787.68
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 807.05	1 445.64	1815.25	1 452.20
	third six months of experience	2 361.15	1 888.92	2372.05	1 897.64
	next four months of experience	2 914.80	2 331.84	2928.20	2 342.56
	Thereafter, the wage specified in (iii)(i) i.e.	3 468.60	2 774.88	3484.60	2 787.68
(iv)	<b>Mechanic/Dyer:</b>				
	(i) Qualified:	3 603.50	2 882.80	3620.15	2 896.12
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 487.80	1 223.58	1495.00	1 223.58
	third six months of experience	1 722.80	1 378.24	1730.95	1 384.76
	fourth six months of experience	1 958.25	1 566.60	1967.15	1 573.72
	fifth six months of experience	2 193.45	1 754.76	2203.80	1 763.04
	sixth six months of experience	2 427.70	1 942.16	2439.00	1 951.20

WAGE SCHEDULE			GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		seventh six months of experience	2 663.50	2 130.80	2675.75	2 140.60
		eighth six months of experience	2 898.40	2 318.72	2912.00	2 329.60
		ninth six months of experience	3 133.25	2 506.60	3147.75	2 518.20
		next four months of experience	3 368.90	2 695.12	3384.45	2 707.56
		Thereafter, the wage specified in (iv)(i) i.e.	3 603.50	2 882.80	3620.15	2 896.12
(v)	<b>Mechanic's Assistant:</b>					
	(i)	Qualified:	2 360.50	1 888.40	2371.45	1 897.16
	(ii)	Learners:				
		first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
		second six months of experience	1 362.80	1 223.58	1369.10	1 223.58
		third six months of experience	1 475.10	1 223.58	1482.00	1 223.58
		fourth six months of experience	1 584.55	1 267.64	1591.85	1 273.48
		fifth six months of experience	1 695.90	1 356.72	1703.95	1 363.16
		sixth six months of experience	1 807.15	1 445.72	1815.55	1 452.44
		seventh six months of experience	1 917.35	1 533.88	1926.15	1 540.92
		eighth six months of experience	2 028.65	1 622.92	2037.70	1 630.16
		ninth six months of experience	2 138.65	1 710.92	2148.65	1 718.92
		next four months of experience	2 249.75	1 799.80	2259.95	1 807.96
		Thereafter, the wage specified in (v)(i) i.e.	2 360.50	1 888.40	2371.45	1 897.16

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(vi)	<b>Supervisor:</b>	2 495.40	1 996.32	2506.85	2 005.48
(vii)	<b>Final Examiner of fully-fashioned garments:</b>	2 317.25	1 853.80	2327.95	1 862.36
(viii)	<b>Factory Clerk, Despatch Clerk, Stores Clerk:</b>				
	(i) Qualified:	2 268.95	1 815.16	2279.50	1 823.60
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 506.90	1 223.58	1513.90	1 223.58
	third six months of experience	1 760.95	1 408.76	1769.20	1 415.36
	next four months of experience	2 015.15	1 612.12	2024.50	1 619.60
	Thereafter, the wage specified in (viii)(i) i.e.	2 268.95	1 815.16	2279.50	1 823.60
(ix)	<b>Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:</b>				
	(i) Qualified:	2 268.95	1 815.16	2279.50	1 823.60
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 421.90	1 223.58	1428.80	1 223.58
	third six months of experience	1 591.00	1 272.80	1598.45	1 278.76

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	fourth six months of experience	1 760.95	1 408.76	1769.40	1 415.52
	fifth six months of experience	1 930.25	1 544.20	1938.95	1 551.16
	next four months of experience	2 099.90	1 679.92	2109.65	1 687.72
	Thereafter, the wage specified in (ix)(i) i.e.	2 268.95	1 815.16	2279.50	1 823.60
(x)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:</b>				
	(i) Qualified:	1 979.90	1 583.92	1989.15	1 591.32
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 434.30	1 223.58	1440.85	1 223.58
	third six months of experience	1 615.85	1 292.68	1623.40	1 298.72
	next four months of experience	1 798.25	1 438.60	1806.50	1 445.20
	Thereafter, the wage specified in (x)(i) i.e.	1 979.90	1 583.92	1989.15	1 591.32
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>				
	(a) does not exceed 453,5 kg	1 892.65	1 514.12	1901.35	1 521.08
	(b) exceeds 453,5 kg but not 2 721 kg	2 234.70	1 787.76	2245.10	1 796.08

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	(c) exceeds 2 721 kg but not 4 535 kg	2 379.70	1 903.76	2390.60	1 912.48
	(d) exceeds 4 535 kg	2 582.45	2 065.96	2594.10	2 075.28
(xii)	<b>Security Officer:</b>	2 890.75	2 312.60	2904.05	2 323.24
(xiii)	<b>Watchman:</b>	2 230.75	1 784.60	2241.10	1 792.88
(xiv)	<b>Employee not elsewhere specified:</b>				
	(i) Qualified:	2 322.55	1 858.04	2333.15	1 866.52
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 519.95	1 223.58	1527.25	1 223.58
	third six months of experience	1 788.15	1 430.52	1796.35	1 437.08
	next four months of experience	2 055.05	1 644.04	2046.65	1 651.72
	thereafter, the wage specified in (xiv)(i) i.e.	2 322.55	1 858.04	2333.15	1 866.52

WAGE SCHEDULE		GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner				
	(i) Qualified:	1 627.70	1 302.16	1635.10	1 308.08
	(ii) Learners:				
	first six months of experience	1 253.15	1 223.58	1258.95	1 223.58
	second six months of experience	1 377.55	1 223.58	1383.95	1 223.58
	third six months of experience	1 503.55	1 223.58	1510.20	1 223.58
	Thereafter, the wage specified in (xv) (i) i.e.	1 627.70	1 302.16	1635.10	1 308.08
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	1 627.70	1 302.16	1635.10	1 308.08
(xvii)	General Worker (Knitting)	1 890.65	1 512.52	1899.45	1 519.56

WAGE SCHEDULE	GROUP A (i.e. Employers contributing to the Productivity incentive Scheme)		GROUP B (i.e. Employers NOT contributing to the Productivity incentive Scheme)	
DESCRIPTION OF OCCUPATION	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<p><b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based on 2024-2025 Rand Value Equivalent to 6.1%, Across-the-Board.</b></p>				
<p>Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW</p>				

5.3. In clause 20, insert the following new sub-clause (1):

"(1) New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council Levy contributions for those new employees, both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired."

5.4. In the following table of clauses, substitute the existing expression for the new expression:

49 of 117

Existing	New
20.1	20.2
20.2	20.3
20.3	20.4
20.4	20.5
20.5	20.6
20.6	20.7

5.5. In the following table of clauses, substitutes the existing expression for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
25(1)	R4.70	R4.99
25(2)	R6.36	R6.75
26(1)	59 cents	63 cents
26(2)	84 cents	89 cents
40(1)	31 August 2025	31 August 2026
40(1)	1 September 2024	1 September 2025
Annexure C of Clause 43(5)	28 cents	30 cents

5.6. Insert a new clause 50

#### EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The Code of Good practice on the Prevention and Elimination of Harassment in the workplace as set out in Annexure F to this agreement shall be the policy in the industry.

#### 6. PART D (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))

6.1. In clause 4A (1), insert the following new expression preceding the existing wording:

**“Where any of the Council’s prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.”**

6.2. In clause 4A (1), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
<b>(A)</b>	<b>Pattern Maker and/or Grader:</b>				
	(i) Qualified:	3 452.90	2 762.32	3 468.80	2 775.04
	(ii) Learners:				
	first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
	second six months of experience	1 609.60	1 287.68	1 617.10	1 293.68
	third six months of experience	1 980.70	1 584.56	1 990.00	1 592.00
	fourth six months of experience	2 318.50	1 854.80	2 329.30	1 863.44
	fifth six months of experience	2 721.00	2 176.80	2 734.10	2 187.28
	next four months of experience	3 090.40	2 472.32	3 104.70	2 483.76
	Thereafter. the wage specified in (A)(i) i.e.	3 452.90	2 762.32	3 468.80	2 775.04
<b>(B)</b>	<b>Marker-In:</b>				
	(i) Qualified:	2 866.80	2 293.44	2 880.50	2 304.40
	(ii) Learners:				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 511.70	1 209.36	1 519.00	1 215.20
		third six months of experience	1 783.50	1 426.80	1 792.10	1 433.68
		fourth six months of experience	2 054.10	1 643.28	2 064.10	1 651.28
		fifth six months of experience	2 325.40	1 860.32	2 336.60	1 869.28
		next four months of experience	2 597.00	2 077.60	2 608.80	2 087.04
		Thereafter. the wage specified in (B)(i) i.e.	2 866.80	2 293.44	2 880.50	2 304.40
(C)	<b>Mechanic:</b>					
		(i) Qualified:	2 795.90	2 236.72	2 809.40	2 247.52
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 413.50	1 151.60	1 420.00	1 151.60
		third six months of experience	1 586.50	1 269.20	1 594.10	1 275.28
		fourth six months of experience	1 759.50	1 407.60	1 767.80	1 414.24
		fifth six months of	1 933.10	1 546.48	1 942.10	1 553.68

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		sixth six months of experience	2 104.00	1 683.20	2 114.30	1 691.44
		seventh six months of experience	2 278.70	1 822.96	2 289.30	1 831.44
		eighth six months of experience	2 450.90	1 960.72	2 462.90	1 970.32
		next four months of experience	2 624.50	2 099.60	2 636.80	2 109.44
		Thereafter, the wage specified in (C)(i) i.e.	2 795.90	2 236.72	2 809.40	2 247.52
(D)	<b>Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:</b>					
		(i) Qualified:	2 076.40	1 661.12	2 086.70	1 669.36
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 450.00	1 160.00	1 457.20	1 165.76
		third six months of experience	1 659.90	1 327.92	1 667.50	1 334.00
		next four months of	1 871.00	1 496.80	1 879.50	1 503.60

53 of 117

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		Thereafter. the wage specified in (D)(i) i.e.	2 076.40	1 661.12	2 086.70	1 669.36
*(E1)	Sample Machinist:		2 064.90	1 651.92	2 074.40	1 659.52
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):					
		(i) Qualified:	1 795.10	1 436.08	1 803.40	1 442.72
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 379.70	1 151.60	1 385.90	1 151.60
		third six months of experience	1 515.70	1 212.56	1 523.20	1 218.56
		Thereafter. the wage specified in (E)(i) i.e.	1 795.10	1 436.08	1 803.40	1 442.72

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	1 795.10	1 436.08	1 803.40	1 442.72
	(ii) Learners:				
	first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
	second six months of experience	1 379.70	1 151.60	1 385.90	1 151.60
	third six months of experience	1 515.70	1 212.56	1 523.20	1 218.56
	next four months of experience	1 660.20	1 328.16	1 667.60	1 334.08
	Thereafter. the wage specified in (E)(i) i.e.	1 795.10	1 436.08	1 803.40	1 442.72
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	2 133.00	1 706.40	2 143.40	1 714.72

55 of 117

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		(ii) Learners:				
		first six months of experience	1 795.10	1 436.08	1 803.40	1 442.72
		second six months of experience	1 911.90	1 529.52	1 920.60	1 536.48
		third six months of experience.	2 024.10	1 619.28	2 033.80	1 627.04
		Thereafter. the wage specified in (F1) (i) i. e	2 133.00	1 706.40	2 143.40	1 714.72
(F)		<b>Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:</b>				
		(i) Qualified:	2 133.00	1 706.40	2 143.40	1 714.72
		(ii) Learners:				
		first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
		second six months of experience	1 465.50	1 172.40	1 472.10	1 177.68
		third six months of experience	1 688.20	1 350.56	1 696.30	1 357.04
		next four months of experience	1 913.40	1 530.72	1 922.60	1 538.08
		Thereafter. the wage specified in (F)(i) i.e.	2 133.00	1 706.40	2 143.40	1 714.72

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(G)	Other Pressers, not provided for elsewhere; Under presser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	1 489.30	1 191.44	1 496.10	1 196.88
	(ii) Learners:				
	first six months of experience	1 243.70	1 151.60	1 249.20	1 151.60
	second six months of experience	1 303.70	1 151.60	1 309.20	1 151.60
	third six months of experience	1 364.70	1 151.60	1 371.50	1 151.60
	next four months of experience	1 425.90	1 151.60	1 432.40	1 151.60

57 of 117

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		Thereafter. the wage specified in (G)(i) i. e	1 489.30	1 191.44	1 496.10	1 196.88
(H1)	Foreman:		4 710.80	3 768.64	4 732.60	3 786.08
(H2)	Supervisor, Assistant Foreman, Head Cutter:		2 569.30	2 055.44	2 581.20	2 064.96
(H3)	Artisan:		5 377.70	4 302.16	5 402.50	4 322.00
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:		1 654.80	1 323.84	1 662.50	1 330.00
(H5)	Watchman:		1 912.10	1 529.68	1 921.10	1 536.88
(H6)	Driver (Light Motor Vehicle):		1 884.80	1 507.84	1 893.30	1 514.64
(H7)	Driver (Medium Motor Vehicle):		2 015.40	1 612.32	2 024.60	1 619.68
Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement						
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.</b>						

6.3. In clause 4A(2)(b), substitute the following table for the existing table:

Wage Category	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)			GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)		
	Wage per week from 01 Sept 2025 to 31 Aug 2026	Across the Board Increase 2024–2025-rand value equivalent to 6.1%	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	Across the Board Increase 2024–2025-rand value equivalent to 6.1%	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R	R	R
A	3452.90	198.60	2762.32	3468.80	199.50	2775.04
B	2866.80	164.90	2293.44	2880.50	165.70	2304.40
C	2795.90	160.80	2236.72	2809.40	161.60	2247.52
D	2076.40	119.40	1661.12	2086.70	120.00	1669.36
E1	2064.90	118.80	1651.92	2074.40	119.30	1659.52
E (a)	1795.10	103.30	1436.08	1803.40	103.70	1442.72
E (b)	1795.10	103.30	1436.08	1803.40	103.70	1442.72
F1	2133.00	122.70	1706.40	2143.40	123.30	1714.72
F	2133.00	122.70	1706.40	2143.40	123.30	1714.72
G	1489.30	85.70	1191.44	1496.10	86.10	1196.88
H1	4710.80	271.00	3768.64	4732.60	272.20	3786.08
H2	2569.30	147.80	2055.44	2581.20	148.50	2046.96
H3	5377.70	309.30	4302.16	5402.50	310.80	4322.00
H4	1654.80	95.20	1323.84	1662.50	95.60	1330.00
H5	1912.10	110.00	1529.68	1921.10	110.50	1536.88
H6	1884.80	108.40	1507.84	1893.30	108.90	1514.64
H7	2015.40	115.90	1612.32	2024.60	116.50	1619.68

6.4. In clause 4B (1), insert the following new expression preceding the existing wording:

**“Where any of the Council’s prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.”**

59 of 117

6.5. In clause 4B (1), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
		Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(a)	<b>Supervisor:</b>	2 898.00	2 318.40	2 904.70	2 323.80
(b)	<b>Milliner (Upgrade to Trimmer):</b>				
	(i) Qualified	2 298.40	1 838.70	2 304.60	1 843.70
	(ii) Learners:				
	first six months of experience	1 628.60	1 302.90	1 632.40	1 305.90
	second six months of experience	1 780.70	1 424.60	1 784.80	1 427.80
	third six months of experience	1 955.20	1 564.20	1 959.60	1 567.70
	next four months of experience	2 168.00	1 734.40	2 173.30	1 738.60
	Thereafter. the wage specified in (b)(i) i.e.	2 298.40	1 838.70	2 304.60	1 843.70
(c)	<b>(1) Blocker-Front (Upgrade from Assistant Blocker):</b>				
	(i) Qualified:	1 933.90	1 547.10	1 938.50	1 550.80
	(ii) Learners:				
	first six months of experience	1 603.00	1 282.40	1 606.80	1 285.40
	second six months of experience	1 654.90	1 323.90	1 658.60	1 326.90
	third six months of experience	1 759.50	1 407.60	1 763.40	1 410.70

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	next four months of experience	1 841.30	1 473.00	1 846.00	1 476.80
	Thereafter. the wage specified in (c)(1)(i) i.e.	1 933.90	1 547.10	1 938.50	1 550.80
	<b>(2) Driver:</b>	1 933.90	1 547.10	1 938.50	1 550.80
<b>(d)</b>	<b>Machine Operator &amp; Chopper-Out:</b>				
	(i) Qualified:	1 790.10	1 432.10	1 793.70	1 435.00
	(ii) Learners:				
	first six months of experience	1 180.39	1 180.39	1 180.39	1 180.39
	second six months of experience	1 289.60	1 180.39	1 292.40	1 180.39
	third six months of experience	1 380.70	1 180.39	1 384.20	1 180.39
	next four months of experience	1 594.10	1 275.30	1 597.80	1 278.20
	Thereafter. the wage specified in (d)(i) i.e.	1 790.10	1 432.10	1 793.70	1 435.00
<b>(e)</b>	<b>Trimmer/General Worker/Labourer/Assistant Blocker:</b>				
	(i) Qualified:	1 525.70	1 220.60	1 529.10	1 223.30
	(ii) Learners:				
	first six months of experience	1 180.39	1 180.39	1 180.39	1 180.39
	second six months of experience	1 237.10	1 180.39	1 239.90	1 180.39
	third six months of experience	1 328.20	1 180.39	1 331.80	1 180.39

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
	next four months of experience	1 429.30	1 180.39	1 432.30	1 180.39
	Thereafter. the wage specified in (e)(i) i.e.	1 525.70	1 220.60	1 529.10	1 223.30
(f)	<b>Boiler Attendant &amp; Watchman:</b>	1 668.70	1 335.00	1 672.80	1 338.20
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.</b>					

6.6. In clause 18 substitute the existing expression “Engagement of Permanent and Contract Employees” for the new expression “Registration of Employees”

6.7. Insert new clause:

#### 18.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.

- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

6.8. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
18.1	18.2
18.2	18.3
18.3	18.4
18.4	18.5
18.5	18.6

6.9. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
26(3)	63 cents	67 cents
27(1)	1 September 2024	1 September 2025
27(1)	1 September 2025	1 September 2026
30(4)	16 cents	17 cents
30(5)	29 cents	31 cents
31(1)	93 cents	99 cents
33(1)(a)	1 September 2024	1 September 2025
33(1)(a)	R3,98	R4,22
33(1)(a)	R3,98	R4,22
33(1)(b)	R4.29	R4,55

6.10. Insert new clause no.38

#### EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

## 7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))

7.1. In clause 4(1)(a), insert the following new expression preceding the existing wording:

**“Where any of the Council’s prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW.”**

7.2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(i)	Foreman:		3 581.70	2 865.40	3 598.80	2 879.00
(ii)	Dyer: (See (iv) below)					
(iii)	Storeman:					
	(i)	Qualified:	3 447.60	2 758.10	3 464.00	2 771.20
	(ii)	Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 795.60	1 436.50	1 803.80	1 443.00
		third six months of experience	2 346.30	1 877.00	2 357.30	1 885.80
		next four months of experience	2 896.90	2 317.50	2 910.70	2 328.60
		Thereafter. the wage	3 447.60	2 758.10	3 464.00	2 771.20

64 of 117

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		specified in (iii)(i) i.e.				
(iv)	<b>Mechanic/Dyer:</b>					
		(i) Qualified:	3 581.70	2 865.40	3 598.80	2 879.00
		(ii) Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 478.30	1 223.58	1 485.10	1 223.58
		third six months of experience	1 712.00	1 369.60	1 720.00	1 376.00
		fourth six months of experience	1 945.90	1 556.70	1 955.00	1 564.00
		fifth six months of experience	2 179.50	1 743.60	2 189.90	1 751.90
		sixth six months of experience	2 413.00	1 930.40	2 424.40	1 939.50
		seventh six months of experience	2 646.70	2 117.40	2 659.40	2 127.50
		eighth six months of experience	2 880.60	2 304.50	2 894.30	2 315.40
		ninth six months of experience	3 113.80	2 491.00	3 128.20	2 502.60
		next four months of experience	3 348.80	2 679.00	3 364.30	2 691.40
		Thereafter. the wage specified in (iv)(i) i.e.	3 581.70	2 865.40	3 598.80	2 879.00

65 of 117

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(v)	<b>Mechanic's Assistant:</b>					
	(i) Qualified:		2 345.60	1 876.50	2 356.10	1 884.90
	(ii) Learners:					
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 353.80	1 223.58	1 359.60	1 223.58
		third six months of experience	1 439.20	1 223.58	1 472.10	1 223.58
		fourth six months of experience	1 574.70	1 259.80	1 581.50	1 265.20
		fifth six months of experience	1 685.20	1 348.20	1 693.00	1 354.40
		sixth six months of experience	1 795.70	1 436.60	1 804.00	1 443.20
		seventh six months of experience	1 905.10	1 524.10	1 914.20	1 531.40
		eighth six months of experience	2 016.30	1 613.00	2 024.80	1 619.80
		ninth six months of experience	2 125.50	1 700.40	2 135.00	1 708.00
		next four months of experience	2 236.10	1 788.90	2 246.20	1 797.00
		Thereafter, the wage specified in (v)(i) i.e.	2 345.60	1 876.50	2 356.10	1 884.90
(vi)	<b>Supervisor:</b>		2 480.20	1 984.20	2 491.60	1 993.30

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(vii)	Final Examiner of fully-fashioned garments:		2 302.40	1 841.90	2 313.60	1 850.90
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:					
	(i)	Qualified	2 254.60	1 803.70	2 265.40	1 812.30
	(ii)	Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 496.80	1 223.58	1 504.00	1 223.58
		third six months of experience	1 749.50	1 399.60	1 757.50	1 406.00
		next four months of experience	2 002.50	1 602.00	2 012.00	1 609.60
		Thereafter, the wage specified in (viii)(i) i.e.	2 254.60	1 803.70	2 265.40	1 812.30
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:					
	(i)	Qualified:	2 254.60	1 803.70	2 265.40	1 812.30
	(ii)	Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of	1 412.90	1 223.58	1 418.70	1 223.58

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		experience				
		third six months of experience	1 580.70	1 264.60	1 587.80	1 270.20
		fourth six months of experience	1 749.50	1 399.60	1 757.50	1 406.00
		fifth six months of experience	1 917.60	1 534.10	1 926.90	1 541.50
		next four months of experience	2 086.60	1 669.30	2 096.00	1 676.80
		Thereafter, the wage specified in (ix)(i) i.e.	2 254.60	1 803.70	2 265.40	1 812.30
(x)(a)	<b>Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:</b>					
		(i) Qualified:	1 967.50	1 574.00	1 976.40	1 581.10
		(ii) Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 424.90	1 223.58	1 431.50	1 223.58
		third six months of experience	1 605.20	1 284.20	1 613.20	1 290.60
		next four months of experience	1 786.80	1 429.40	1 795.10	1 436.10
		Thereafter, the wage specified in (x)(i) i.e.	1 967.50	1 574.00	1 976.40	1 581.10

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(x)(b)	<b>Sewing Machinist including a button, buttonhole and hemming machinist:</b>					
	(i)	Qualified:	1 967.50	1 574.00	1 976.40	1 581.10
	(ii)	Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 424.90	1 223.58	1 431.50	1 223.58
		third six months of experience	1 605.20	1 284.20	1 613.20	1 290.60
		Thereafter. the wage specified in (x)(i) i.e.	1 967.50	1 574.00	1 976.40	1 581.10
(xi)	<b>Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:</b>					
	(a)	does not exceed 453,5 kg	1 880.90	1 504.70	1 889.50	1 511.60
	(b)	exceeds 453,5 kg but not 2 721 kg	2 220.60	1 776.50	2 230.60	1 784.50
	(c)	exceeds 2 721 kg but not 4 535 kg	2 364.70	1 891.80	2 375.90	1 900.70
	(d)	exceeds 4 535 kg	2 566.10	2 052.90	2 578.40	2 062.70
(xii)	<b>Security Officer:</b>		2 873.10	2 298.50	2 885.90	2 308.70
(xiii)	<b>Watchman:</b>		2 216.80	1 773.40	2 227.00	1 781.60

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
(xiv)	Employee not elsewhere specified:					
		(i) Qualified:	2 308.00	1 846.40	2 318.60	1 854.90
		(ii) Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 509.60	1 223.58	1 517.10	1 223.58
		third six months of experience	1 776.30	1 421.00	1 784.80	1 427.80
		next four months of experience	2 042.10	1 633.70	2 051.40	1 641.10
		Thereafter. the wage specified in (xiv)(i) i.e.	2 308.00	1 846.40	2 318.60	1 854.90

WAGE SCHEDULE		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION		Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	1 878.70	1 503.00	1 887.50	1 510.00
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	1 617.10	1 293.70	1 624.70	1 299.80
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				

WAGE SCHEDULE			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
DESCRIPTION OF OCCUPATION			Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 September 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 September 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R	R	R
		(i) Qualified:	1 617.10	1 293.70	1 624.70	1 299.80
		(ii) Learners:				
		first six months of experience	1 244.60	1 223.58	1 250.60	1 223.58
		second six months of experience	1 368.10	1 223.58	1 374.70	1 223.58
		third six months of experience	1 493.60	1 223.58	1 500.20	1 223.58
		Thereafter. the wage specified in (xvii) (i) i.e.	1 617.10	1 293.70	1 624.70	1 299.80
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based on the 2024–2025-rand value equivalent to 6.1%, Across-the-Board.</b>						

7.3. In clause 10 substitute the existing expression "Engagement in employment" for the new expression "Registration of Employees"

7.4. Insert new clause:

#### 10.1 REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60-day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.

- (b) The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payments become payable after the 60-day period has lapsed or expired.

7.5. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
10.1	10.2
10.2	10.3
10.3	10.4
10.4	10.5

7.6. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
11(2)(a)	R3,98	R4,22
11(2)(b)	R4,29	R4,55
13E (1)	62 cents	66 cents
13F (2)	92 cents	98 cents
19(4)	R34,66	R36,77
19(5)	R34,66	R36,77
20(2)(b)	R10,85	R11,51
30(4)	16 cents	17 cents
30(5)	29 cents	31 cents
31(1)	01 September 2024	1 September 2025

## 7.7. Insert new clause no.39

**EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE**

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

**8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))**

8.1. In clause 1(2)(b), substitute the new expression "R189 204.00 per annum" for the existing expression "R178 308.00 per annum".

8.2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

WAGES	GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R
<b>Part A - Cutting Department</b>				
Head Cutter	3624,50	2899,50	3638,50	2911,00
Pattern Maker:				
(a) Qualified	3624,50	2899,50	3638,50	2911,00
(b) Learner				
First year				
First six months of experience	2030,50	1624,50	2036,00	1629,00
Second six months of	2242,00	1793,50	2249,00	1799,00

74 of 117

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	experience				
	Second year				
	First six months of experience	2451,00	1961,00	2463,00	1970,50
	Second six months of experience	2676,50	2141,00	2689,00	2151,00
	Third year				
	First six months of experience	2920,00	2336,00	2932,00	2345,50
	Next four months of experience	3149,50	2519,50	3165,50	2532,50
	Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
Pattern Grader					
(a)	Qualified	2923,00	2338,50	2935,00	2348,00
(b)	Learner				
	First year				
	First six months of experience	1906,50	1525,00	1919,50	1535,50
	Second six months of experience	2030,50	1624,50	2036,00	1629,00
	Second year				
	First six months of experience	2147,50	1718,00	2162,00	1729,50
	Second six months of experience	2302,50	1842,00	2313,00	1850,50

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	Third year				
	First six months of experience	2451,00	1961,00	2463,00	1970,50
	Next four months of experience	2610,00	2088,00	2623,00	2098,50
	Thereafter, the wage specified in (a), i.e.	2923,00	2338,50	2935,00	2348,00
	Cutter, lay-maker:				
(a)	Qualified	2819,00	2255,00	2830,50	2264,50
(b)	Learner				
	First year				
	First six months of experience	1711,50	1369,00	1721,50	1377,00
	Second six months of experience	1885,50	1508,50	1893,00	1514,50
	Second year				
	First six months of experience	2055,00	1644,00	2067,00	1653,50
	Second six months of experience	2249,00	1799,00	2262,50	1810,00
	Third year				
	First four months of experience	2466,50	1973,00	2478,50	1983,00
	Thereafter, the wage specified in (a), i.e.	2819,00	2255,00	2830,50	2264,50
	Interlining cutter, trimmer, leather cutter and				

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
tie cutter					
(a)	Qualified	2032,00	1625,50	2041,00	1633,00
(b)	Learner				
	First year				
	First six months of experience	1526,00	1223,58	1530,00	1224,00
	Second six months of experience	1617,50	1294,00	1623,00	1298,50
	Second year				
	First six months of experience	1701,00	1361,00	1710,00	1368,00
	Second six months of experience	1791,50	1433,00	1801,50	1441,00
	Third year				
	Thereafter, the wage specified in (a), i.e.	1879,50	1503,50	1887,00	1509,50
	Thereafter, the wage specified in (a), i.e.	2032,00	1625,50	2041,00	1633,00
(c)	If <b>advanced</b> to learner cutter:				
	First six months	2201,00	1761,00	2211,50	1769,00
	Second six months	2466,50	1973,00	2478,50	1983,00
	Thereafter, the wage specified for a qualified cutter, i.e.	2819,00	2255,00	2830,50	2264,50
Layer-up:					

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
(a)	Qualified	1752,00	1401,50	1758,00	1406,50
(b)	Learner				
	First year				
	First six months of experience	1474,50	1223,58	1481,00	1223,58
	Second six months	1526,00	1223,58	1530,00	1224,00
	Second year				
	First six months of experience	1593,00	1274,50	1601,00	1281,00
	Thereafter, the wage specified in (a), i.e.	1752,00	1401,50	1758,00	1406,50
(c)	If <b>advanced</b> to learner cutter:				
	First six months	1752,00	1401,50	1758,00	1406,50
	Second six months	2055,00	1644,00	2067,00	1653,50
	Third six months	2249,00	1799,00	2262,50	1810,00
	Fourth six months	2466,50	1973,00	2478,50	1983,00
	Thereafter, the wage specified for a qualified cutter, i.e.	2819,00	2255,00	2830,50	2264,50
(d)	If <b>advanced</b> to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
	First six months	1752,00	1401,50	1758,00	1406,50
	Second six months	1879,50	1503,50	1887,00	1509,50

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.		2032,00	1625,50	2041,00	1633,00
(e)	If <b>advanced</b> to fitter-up:				
	First six months	1752,00	1401,50	1758,00	1406,50
	Second six months	1816,00	1453,00	1823,00	1458,50
	Third six months	1906,50	1525,00	1919,50	1535,50
	Fourth six months	2032,00	1625,50	2041,00	1633,00
Thereafter, the wage specified for fitter-up, i.e.		2242,00	1793,50	2249,00	1799,00
Clicker:					
(a)	Qualified	2095,50	1676,50	2105,50	1684,50
(b)	Learner				
	First year	1571,50	1257,00	1579,50	1263,50
	Second year	1791,50	1433,00	1801,50	1441,00
	Thereafter, the wage specified in (a) i.e.	2095,50	1676,50	2105,50	1684,50
Tracer:					
(a)	Qualified	1966,50	1573,00	1974,50	1579,50
(b)	Learner				
	First year				

WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION				R	R	R	R
			First six months of experience	1571,50	1257,00	1579,50	1223,58
			Second six months of experience	1682,50	1346,00	1689,50	1351,50
			Second year				
			First six months of experience	1779,50	1423,50	1787,00	1429,50
			Thereafter, the wage specified in (a), i.e.	1966,50	1573,00	1974,50	1579,50
<b>Part B - Factory Operatives</b>							
Clothing machine mechanic:							
	(a)		Qualified	3624,50	2899,50	3638,50	2911,00
	(b)		Learner				
			First year				
			First six months of experience	2030,50	1624,50	2036,00	1629,00
			Second six months of experience	2242,00	1793,50	2249,00	1799,00
			Second year				
			First six months of experience	2451,00	1961,00	2463,00	1970,50
			Second six months of experience	2676,50	2141,00	2689,00	2151,00

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	Third year				
	First four months of experience	2920,00	2336,00	2932,00	2345,50
	Second four months of experience	3149,50	2519,50	3165,50	2532,50
	Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
Clothing technician:					
(a)	Qualified	3624,50	2899,50	3638,50	2911,00
(b)	Learner				
	First year				
	First six months of experience	2030,50	1624,50	2036,00	1629,00
	Second six months of experience	2242,00	1793,50	2249,00	1799,00
	Second year				
	First six months of experience	2451,00	1961,00	2463,00	1970,50
	Second six months of experience	2676,50	2141,00	2689,00	2151,00
	Third year				
	First six months of experience	2920,00	2336,00	2932,00	2345,50
	Next four months of experience	3149,50	2519,50	3165,50	2532,50
	Thereafter, the wage specified in	3624,50	2899,50	3638,50	2911,00

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	(a), i.e.				
Grade A employee:					
(a)	Qualified	2242,00	1793,50	2249,00	1799,00
(b)	Learner				
	First year				
	First six months of experience	1576,50	1261,00	1582,50	1266,00
	Second six months of experience	1700,00	1360,00	1707,00	1365,50
	Second year				
	First six months of experience	1816,00	1453,00	1823,00	1458,50
	Second six months of experience	1906,50	1525,00	1919,50	1535,50
	Third year				
	First four months of experience	2032,00	1625,50	2041,00	1633,00
	Thereafter, the wage specified in (a), i.e.	2242,00	1793,50	2249,00	1799,00
Grade B employee:					
(a)	Qualified	1914,50	1531,50	1922,00	1537,50
(b)	Learner				
	First year				
	First six months of experience	1554,00	1243,00	1562,00	1249,50

WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION				R	R	R	R
			Second six months of experience	1635,00	1308,00	1641,50	1313,00
			Second year				
			First six months of experience	1718,00	1374,50	1724,00	1379,00
			Thereafter, the wage specified in (a), i.e.	1914,50	1531,50	1922,00	1537,50
	(c)		If <b>advanced</b> to Grade A employee:				
			First six months	1914,50	1531,50	1922,00	1537,50
			Second six months	1971,50	1577,00	1980,50	1584,50
			Third six months	2032,00	1625,50	2041,00	1633,00
			Thereafter, the wage specified for a qualified Grade A employee, i.e.	2242,00	1793,50	2249,00	1799,00
			Grade C employee:				
	(a)		Qualified	1700,00	1360,00	1707,00	1365,50
	(b)		Learner				
			First year				
			First six months of experience	1522,00	1223,58	1529,00	1223,58
			Second six months of experience	1565,50	1252,50	1573,00	1258,50
			Thereafter, the wage specified in (a), i.e.	1700,00	1360,00	1707,00	1365,50

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
(c)	If <b>advanced</b> to Grade B employee:				
	First six months	1700,00	1360,00	1707,00	1365,50
	Second six months	1718,00	1374,50	1724,00	1379,00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1914,50	1531,50	1922,00	1537,50
	Underpresser, blocker:				
(a)	Qualified	1718,00	1374,50	1724,00	1379,00
(b)	Learner				
	First year				
	First six months of experience	1474,50	1223,58	1481,00	1223,58
	Second six months of experience	1526,00	1223,58	1530,00	1224,00
	Second year				
	First six months of experience	1593,00	1274,50	1601,00	1281,00
	Thereafter, the wage specified in (a), i.e.	1718,00	1374,50	1724,00	1379,00
(c)	If <b>advanced</b> to learner presser:				
	First six months	1718,00	1374,50	1724,00	1379,00
	Second six months	2032,00	1625,50	2041,00	1633,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	2242,00	1793,50	2249,00	1799,00

WAGES				GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
				Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION				R	R	R	R
Part C - Clerical employees							
Clerk							
	(a)	Qualified		2466,50	1973,00	2478,50	1983,00
	(b)	Learner					
		First year		1822,00	1457,50	1827,00	1461,50
		Second year		1979,00	1583,00	1988,00	1590,50
		Third year					
		First four months of experience		2163,00	1730,50	2173,00	1738,50
		Thereafter, the wage specified in (a), i.e.		2466,50	1973,00	2478,50	1983,00
Factory Clerk							
	(a)	Qualified		1850,50	1480,50	1860,50	1488,50
	(b)	Learner					
		First year		1474,50	1223,58	1481,00	1223,58
		Second year		1571,50	1257,00	1579,50	1263,50
		Third year					
		First four months of experience		1700,00	1360,00	1707,00	1365,50
		Thereafter, the wage specified in		1850,50	1480,50	1860,50	1488,50

WAGES		GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	(a), i.e.				
Part D - General					
	Boiler attendant	1757,50	1406,00	1767,00	1413,50
	Despatch packer	1816,00	1453,00	1823,00	1458,50
	General Worker	1700,00	1360,00	1707,00	1365,50
	Labourer	1718,00	1374,50	1724,00	1379,00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a) does not exceed 1 360 kg	1816,00	1453,00	1823,00	1458,50
	(b) exceeds 1 360 but not 2 720 kg	1885,50	1508,50	1893,00	1514,50
	(c) exceeds 2 720 kg	2147,50	1718,00	2162,00	1729,50
	Supervisor, quality controller and instructor	2302,50	1842,00	2313,00	1850,50
	Traveller's driver	1885,50	1508,50	1893,00	1514,50
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	1959,00	1567,00	1967,50	1574,00
	(b) 60 hours per week	2055,00	1644,00	2067,00	1653,50

WAGES	GROUP A (i.e. employees ON the 0,5% productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
DESCRIPTION	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
			R	R
<p>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.</p>				

8.3. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

<b>WAGE SCHEDULE</b>				
DESCRIPTION	Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Across -the- Board- Increase and value of the 2024 increase, equivalent to 6.1%	Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	New Employees on Incentivise d Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	R	R	R	R
<b>Blocker</b>				
(a) Qualified	1 691,00	103,00	1 794,00	1 435,00
(b) Learner				
First year				
First six months of experience	1 172,50	71,50	1 244,00	1 223,58
Second six months of experience	1 307,50	80,00	1 387,50	1 223,58
Second year				
First six months of experience	1 432,00	87,50	1 519,50	1 223,58
Second six months of experience	1 563,00	95,50	1 658,50	1 327,00
Thereafter, the wage specified in (a), i.e.	1 691,00	103,00	1 794,00	1 435,00
<b>Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):</b>				
(a) Qualified	1 398,00	85,50	1 483,50	1 223,58
(b) Learner				
First year				
First six months of experience	1 172,50	71,50	1 244,00	1 223,58
Second six months of experience	1 218,00	74,50	1 292,50	1 223,58
Second year				
First six months of experience	1 259,50	77,00	1 336,50	1 223,58

<b>WAGE SCHEDULE</b>						
<b>DESCRIPTION</b>			<b>Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>Across -the- Board- Increase and value of the 2024 increase, equivalent to 6.1%</b>	<b>Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>New Employees on Incentivise d Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>
			<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
		Second six months of experience	1 309,00	80,00	1 389,00	1 223,58
		Third year				
		First four months of experience	1 351,50	82,50	1 434,00	1 223,58
		Thereafter, the wage specified in (a), i.e.	1 398,00	85,50	1 483,50	1 223,58
<b>Clerk</b>						
	(a)	Qualified	2 336,00	142,50	2 478,50	1 983,00
	(b)	Learner				
		First year	1 722,00	105,00	1 827,00	1 461,50
		Second year	1 873,50	114,50	1 988,00	1 590,50
		Third year				
		First four months of experience	2 048,00	125,00	2 173,00	1 738,50
		Thereafter, the wage specified in (a), i.e.	2 336,00	142,50	2 478,50	1 983,00
<b>General Worker (Millinery)</b>			1 381,50	84,50	1 466,00	1 223,58
<b>Grade 1 Employee (Millinery):</b>						
	(a)	Qualified	1 367,50	83,50	1 451,00	1 223,58
	(b)	Learner				
		First year				

<b>WAGE SCHEDULE</b>						
<b>DESCRIPTION</b>			<b>Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>Across -the- Board- Increase and value of the 2024 increase, equivalent to 6.1%</b>	<b>Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>New Employees on Incentivise d Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>
			<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
		First six months of experience	1 172,50	71,50	1 244,00	1 223,58
		Second six months of experience	1 222,50	74,50	1 297,00	1 223,58
		<b>Second year</b>				
		First six months of experience	1 289,00	78,50	1 367,50	1 223,58
		Thereafter, the wage specified in (a), i.e.	1 367,50	83,50	1 451,00	1 223,58
Milliner:						
	(a)	Qualified	1 480,00	90,50	1 570,50	1 256,50
	(b)	Learner				
		<b>First year</b>				
		First six months of experience	1 172,50	71,50	1 244,00	1 223,58
		Second six months of experience	1 245,50	76,00	1 321,50	1 223,58
		<b>Second year</b>				
		First six months of experience	1 247,50	76,00	1 323,50	1 223,58
		Second six months of experience	1 307,00	80,00	1 387,00	1 223,58
		<b>Third year</b>				
		First six months of experience	1 363,50	83,00	1 446,50	1 223,58
		Next four months of experience	1 432,00	87,50	1 519,50	1 223,58
		Thereafter, the wage specified in (a) i.e.	1 480,00	90,50	1 570,50	1 256,50

<b>WAGE SCHEDULE</b>					
<b>DESCRIPTION</b>		<b>Wage p/w from 01 Sept 2024 to 31 Aug 2025</b> (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	<b>Across-the-Board-Increase and value of the 2024 increase, equivalent to 6.1%</b>	<b>Wage p/w from 01 Sept 2025 to 31 Aug 2026</b> (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	<b>New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80%</b> (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
<b>Millinery Machinist:</b>					
(a)	Qualified	1 494,50	91,00	1 585,50	1 268,50
(b)	Learner				
	First year				
	First six months of experience	1 172,50	71,50	1 244,00	1 223,58
	Second six months of experience	1 277,50	78,00	1 355,50	1 223,58
	Second year				
	First six months of experience	1 354,50	82,50	1 437,00	1 223,58
	Thereafter, the wage specified in (a), i.e.	1 494,50	91,00	1 585,50	1 268,50
<b>Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -</b>					
(a)	does not exceed 2268 kg	1 776,50	108,50	1 885,00	1 508,00
(b)	exceeds 2268	1 874,50	114,50	1 989,00	1 591,00
<b>Plain Sewer (Millinery):</b>					
(a)	Qualified	1 398,00	85,50	1 483,50	1 223,58
(b)	Learner				
	First year				
	First six months of experience	1 172,50	71,50	1 244,00	1 223,58

<b>WAGE SCHEDULE</b>						
<b>DESCRIPTION</b>			<b>Wage p/w from 01 Sept 2024 to 31 Aug 2025 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>Across -the- Board- Increase rand value of the 2024 increase, equival ent to 6.1%</b>	<b>Wage p/w from 01 Sept 2025 to 31 Aug 2026 (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>	<b>New Employees on Incentivise d Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)</b>
			<b>R</b>	<b>R</b>	<b>R</b>	<b>R</b>
		Second six months of experience	1 236,50	75,50	1 312,00	1 223,58
		Second year				
		First six months of experience	1 312,50	80,00	1 392,50	1 223,58
		Thereafter, the wage specified in (a), i.e.	1 398,00	85,50	1 483,50	1 223,58
		Supervisor (Millinery)	2 004,50	122,50	2 127,00	1 701,50
		Watchman or Caretaker (Millinery)	2 021,00	123,50	2 144,50	1 715,50
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025 Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board which is equivalent to 6,1%.</b>						

8.4. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

8.5. Insert new clause:

**16.1 REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

8.6. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

8.7. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	New 2024/2025	New 2024/2025
4(12)	1 September 2024	1 September 2025
22(2)(a)	R3.99	R4.23
22(2)(b)	R6.41	R6.80
26(4)(b)	R16.65	R17.67
26(4)(b)	R19.87	R21.08
26(4)(b)	R21.67	R22.99
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
27(3)	59 cents	63 cents
27(4)	86 cents	91 cents
38(5)	39 cents	41 cents
39(3)	67 cents	71 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

8.8. Insert new clause no. 52:

**EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE**

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

**9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION (COUNTRY AREAS)).**

9.1. In clause 1(2)(b), substitute the new expression “R143 154.00 per annum” for the existing expression “R134 916.00 per annum”.

9.2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for Country Areas establishments):

WAGES DESCRIPTION		GROUP A		GROUP B	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
		R	R	R	R
Part A - Cutting Department					
Head Cutter		2741,50	2193,00	2753,00	2202,50
Pattern Maker:					
(a)	Qualified	2741,50	2193,00	2753,00	2202,50
(b)	Learner				
First year					
	First six months of experience	1650,50	1320,50	1658,50	1327,00
	Second six months of experience	1793,00	1434,50	1802,00	1441,50
Second year					
	First six months of experience	1944,00	1555,00	1953,00	1562,50
	Second six months of experience	2094,50	1675,50	2103,50	1683,00
Third year					
	First four months of experience	2258,50	1807,00	2266,00	1813,00
	Thereafter, the wage specified in (a), i.e.	2741,50	2193,00	2753,00	2202,50
Pattern Grader					
(a)	Qualified	2265,00	1812,00	2274,50	1819,50
(b)	Learner				
First year					
	First six months of experience	1556,00	1245,00	1562,50	1250,00
	Second six months of experience	1650,50	1320,50	1658,50	1327,00
Second year					
	First six months of experience	1740,50	1392,50	1748,00	1398,50
	Second six months of experience	1837,00	1469,50	1846,00	1477,00
Third year					
	First six months of experience	1944,00	1555,00	1953,00	1562,50
	Next four months of experience	2049,50	1639,50	2057,50	1646,00
	Thereafter, the wage specified in (a), i.e.	2265,00	1812,00	2274,50	1819,50
Cutter, lay-maker:					
(a)	Qualified	2189,00	1751,00	2200,00	1760,00
(b)	Learner				
First year					
	First six months of experience	1427,00	1223,58	1432,00	1223,58

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second six months of experience	1548,50	1239,00	1556,00	1245,00
	Second year				
	First six months of experience	1675,00	1340,00	1677,00	1341,50
	Second six months of experience	1804,50	1443,50	1813,00	1450,50
	Third year				
	First six months of experience	1956,00	1565,00	1963,00	1570,50
	Next four months of experience	2189,00	1751,00	2200,00	1760,00
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	1658,00	1326,50	1662,50	1330,00
(b)	Learner				
	First year				
	First six months of experience	1304,00	1223,58	1305,50	1223,58
	Second six months of experience	1362,00	1223,58	1364,50	1223,58
	Second year				
	First six months of experience	1423,50	1223,58	1428,00	1223,58
	Second six months of experience	1483,50	1223,58	1485,50	1223,58
	Third year				
	First four months of experience	1546,50	1237,00	1549,00	1239,00
	Thereafter, the wage specified in (a) i.e.	1658,00	1326,50	1662,50	1330,00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1772,50	1418,00	1779,50	1423,50
	Second six months from date of advancement	1956,00	1565,00	1963,00	1570,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2189,00	1751,00	2200,00	1760,00
Layer-up:					
(a)	Qualified	1453,50	1223,58	1459,50	1223,58
	First year				
	First six months of experience	1271,00	1223,58	1277,00	1223,58
	Second six months of experience	1304,00	1223,58	1305,50	1223,58
	Second year				

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	First six months of experience	1346,50	1223,58	1351,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1453,50	1223,58	1459,50	1223,58
(b)	If advanced to learner cutter:				
	First six months	1453,50	1223,58	1459,50	1223,58
	Second six months	1675,00	1340,00	1677,00	1341,50
	Third six months	1804,50	1443,50	1813,00	1450,50
	Fourth six months	1956,00	1565,00	1963,00	1570,50
	Thereafter, the wage specified for a qualified cutter, i.e.	2189,00	1751,00	2200,00	1760,00
Clicker:					
(a)	Qualified	1701,00	1361,00	1707,00	1365,50
(b)	Learner				
	First year of experience	1333,50	1223,58	1336,50	1223,58
	Second year of experience	1483,50	1223,58	1485,50	1223,58
	Thereafter, the wage specified in (a), i.e.	1701,00	1361,00	1705,50	1364,50
Tracer:					
(a)	Qualified	1611,00	1289,00	1616,00	1293,00
(b)	Learner				
	First year				
	First six months of experience	1333,50	1223,58	1336,50	1223,58
	Second six months of experience	1407,50	1223,58	1410,50	1223,58
	Second year				
	First six months of experience	1474,50	1223,58	1483,50	1223,58
	Thereafter, the wage specified in (a), i.e.	1611,00	1289,00	1616,00	1293,00
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	2741,50	2193,00	2753,00	2202,50
(b)	Learner				
	First year				
	First six months of experience	1650,50	1320,50	1658,50	1327,00
	Second six months of experience	1793,00	1434,50	1802,00	1441,50
	Second year				
	First six months of experience	1944,00	1555,00	1953,00	1562,50

WAGES DESCRIPTION		GROUP A		GROUP B	
		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second six months of experience	2094,50	1675,50	2103,50	1683,00
	Third year				
	First six months of experience	2258,50	1807,00	2266,00	1813,00
	Next four months of experience	2422,50	1938,00	2430,50	1944,50
	Thereafter, the wage specified in (a), i.e.	2741,50	2193,00	2753,00	2202,50
Grade A employee:					
(a)	Qualified	1793,00	1434,50	1802,00	1441,50
(b)	Learner				
	First year				
	First six months of experience	1338,00	1223,58	1346,00	1223,58
	Second six months of experience	1420,00	1223,58	1427,00	1223,58
	Second year				
	First six months of experience	1494,50	1223,58	1501,00	1223,58
	Second six months of experience	1570,50	1256,50	1576,50	1261,00
	Third year				
	First four months of experience	1658,00	1326,50	1662,50	1330,00
	Thereafter, the wage specified in (a), i.e.	1793,00	1434,50	1802,00	1441,50
Grade B employee:					
(a)	Qualified	1519,50	1223,58	1539,00	1231,00
(b)	Learner				
	First year				
	First six months of experience	1338,00	1223,58	1338,00	1223,58
	Second six months of experience	1383,50	1223,58	1388,00	1223,58
	Second year				
	First six months of experience	1426,50	1223,58	1434,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1519,50	1223,58	1539,00	1231,00
(c)	If advanced to Grade A employee:				
	First six months	1519,50	1223,58	1539,00	1231,00
	Second six months	1529,50	1223,58	1548,50	1239,00
	Third six months	1598,00	1278,50	1623,00	1298,50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1778,50	1423,00	1765,00	1412,00

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Grade C employee:					
(a)	Qualified	1420,00	1223,58	1427,00	1223,58
(b)	Learner				
	First year				
	First six months of experience	1298,50	1223,58	1301,50	1223,58
	Second six months of experience	1332,50	1223,58	1333,50	1223,58
	Thereafter, the wage specified in (a), i.e.	1420,00	1223,58	1427,00	1223,58
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1420,00	1223,58	1427,00	1223,58
	Second six months from date of advancement	1432,00	1223,58	1436,50	1223,58
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1556,00	1245,00	1562,50	1250,00
Underpresser, blocker:					
(a)	Qualified	1432,00	1223,58	1436,50	1223,58
(b)	Learner				
	First year				
	First six months of experience	1271,00	1223,58	1277,00	1223,58
	Second six months of experience	1304,00	1223,58	1305,50	1223,58
	Second year				
	First six months of experience	1346,50	1223,58	1351,00	1223,58
	Second six months of experience	1432,00	1223,58	1436,50	1223,58
(c)	If advanced to learner presser:				
	First six months	1432,00	1223,58	1436,50	1223,58
	Second six months	1658,00	1326,50	1662,50	1330,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1793,00	1434,50	1802,00	1441,50
Part C - Clerical employees					
Clerk					
(a)	Qualified	1956,00	1565,00	1963,00	1570,50
(b)	Learner				
	First year of experience	1502,50	1223,58	1509,00	1223,58

WAGES		GROUP A		GROUP B	
DESCRIPTION		Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 01 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
	Second year of experience	1619,50	1295,50	1629,00	1303,00
	Third year of experience				
	First six months of experience	1742,00	1393,50	1752,50	1402,00
	Thereafter, the wage specified in (a), i.e.	1956,00	1565,00	1963,00	1570,50
Factory Clerk					
(a)	Qualified	1526,00	1223,58	1530,00	1224,00
(b)	Learner				
	First year of experience	1269,00	1223,58	1271,00	1223,58
	Second year of experience	1335,50	1223,58	1338,00	1223,58
	Third year				
	First six months of experience	1417,00	1223,58	1420,00	1223,58
	Thereafter, the wage specified in (a), i.e.	1526,00	1223,58	1530,00	1224,00
Part D - General					
	Boiler attendant	1459,50	1223,58	1462,50	1223,58
	Despatch packer	1497,50	1223,58	1502,50	1223,58
	General Worker	1415,50	1223,58	1428,00	1223,58
	Labourer	1432,00	1223,58	1436,50	1223,58
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	under 2 720 kg	1556,50	1245,00	1563,00	1250,50
(b)	2 720 kg and over	1740,50	1392,50	1748,00	1398,50
	Supervisor, quality controller and instructor	1837,00	1469,50	1846,00	1477,00
	Traveller's driver	1556,50	1245,00	1563,00	1250,50
Watchman or caretaker, whose ordinary hours of work are -					
(a)	less than 60 hours per week	1603,00	1282,50	1611,50	1289,00
(b)	60 hours per week	1675,00	1340,00	1677,00	1341,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025. Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.					

9.3. In clause 16 substitute the existing expression “**Engagements, Terminations, Absence from Work and Transfers in Occupation**” for the new expression “**Registration of Employees**”.

9.4. In clause 16 insert new clause:

**1. REGISTRATION OF EMPLOYEES**

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.
- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

9.5. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

9.6. In the following table of clauses, substitute the existing expression, for the new expression:

101 of 117

Clause No.	New 2024/2025	New 2025/2026
4(12)	1 September 2024	1 September 2025
22(2)(a)	R4.33	R4.59
22(2)(b)	R6.32	R6.71
27(3)	55 cents	58 cents
27(4)	85 cents	90 cents
38(5)	39 cents	41 cents
39(3)	75 cents	80 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

9.7. Insert new clause no. 52:

**EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE**

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

**10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))**

10.1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule (for knitting establishments):

AGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
	Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R
Part A - Cutting Department				

AGES	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
	Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION	R	R	R	R
Pattern Maker:				
(a) Qualified	3624,50	2899,50	3638,50	2911,00
(b) Learner				
First year				
First six months of experience	2030,50	1624,50	2036,00	1629,00
Second six months of experience	2242,00	1793,50	2249,00	1799,00
Second year				
First six months of experience	2451,00	1961,00	2463,00	1970,50
Second six months of experience	2676,50	2141,00	2689,00	2151,00
Third year				
First six months of experience	2920,00	2336,00	2932,00	2345,50
Next four months of experience	3149,50	2519,50	3165,50	2532,50
Thereafter, the wage specified in (a), i.e.	3624,50	2899,50	3638,50	2911,00
Pattern Grader				
(a) Qualified	2923,00	2338,50	2935,00	2348,00
(b) Learner				
First year				
First six months of experience	1906,50	1525,00	1919,50	1535,50

AGES		GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	Second six months of experience	2030,50	1624,50	2036,00	1629,00
	Second year				
	First six months of experience	2147,50	1718,00	2162,00	1729,50
	Second six months of experience	2302,50	1842,00	2313,00	1850,50
	Third year				
	First six months of experience	2451,00	1961,00	2463,00	1970,50
	Next four months of experience	2610,00	2088,00	2623,00	2098,50
	Thereafter, the wage specified in (a), i.e.	2923,00	2338,50	2935,00	2348,00
Football Jersey Cutter					
(a)	Qualified	2032,00	1625,50	2041,00	1633,00
(b)	Learner				
	First year				
	First six months of experience	1526,00	1223,58	1530,00	1224,00
	Second six months of experience	1617,50	1294,00	1623,00	1298,50
	Second year				
	First six months of experience	1701,00	1361,00	1710,00	1368,00
	Second six months of experience	1791,50	1433,00	1801,50	1441,00
	Third year				

AGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	First four months of experience	1879,50	1503,50	1887,00	1509,50
	Thereafter, the wage specified in (a), i.e.	2032,00	1625,50	2041,00	1633,00
<b>Layer-up</b>					
(a)	Qualified	1752,00	1401,50	1758,00	1406,50
(b)	Learner				
	First year				
	First six months of experience	1474,50	1223,58	1481,00	1223,58
	Second six months of experience	1526,00	1223,58	1530,00	1224,00
	Second year				
	First six months of experience	1593,00	1274,50	1601,00	1281,00
	Thereafter, the wage specified in (a), i.e.	1752,00	1401,50	1758,00	1406,50
<b>Part B - Factory Operatives</b>					
Grade A employee:					
(a)	Qualified	2242,00	1793,50	2249,00	1799,00
(b)	Learner				
	First year				

AGES		GROUP A (i.e. employees on the 0,5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	First six months of experience	1576,50	1261,00	1582,50	1266,00
	Second six months of experience	1700,00	1360,00	1707,00	1365,50
	Second year				
	First six months of experience	1816,00	1453,00	1823,00	1458,50
	Second six months of experience	1906,50	1525,00	1919,50	1535,50
	Third year				
	First four months of experience	2032,00	1625,50	2041,00	1633,00
	Thereafter, the wage specified in (a), i.e.	2242,00	1793,50	2249,00	1799,00
Grade B employee:					
(a)	Qualified	1914,50	1531,50	1922,00	1537,50
(b)	Learner				
	First year				
	First six months of experience	1554,00	1243,00	1562,00	1249,50
	Second six months of experience	1635,00	1308,00	1641,50	1313,00
	Second year				
	First six months of experience	1718,00	1374,50	1724,00	1379,00
	Thereafter, the wage specified in (a), i.e.	1914,50	1531,50	1922,00	1537,50

AGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1914,50	1531,50	1922,00	1537,50
	Second six months from date of advancement	1971,50	1577,00	1980,50	1584,50
	Third six months from date of advancement	2032,00	1625,50	2041,00	1633,00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	2242,00	1793,50	2249,00	1799,00
Grade C employee:					
(a)	Qualified	1700,00	1360,00	1707,00	1365,50
(b)	Learner				
	First year				
	First six months of experience	1522,00	1223,58	1529,00	1223,58
	Second six months of experience	1565,50	1252,50	1573,00	1258,50
	Thereafter, the wage specified in (a), i.e.	1700,00	1360,00	1707,00	1365,50
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	1700,00	1360,00	1707,00	1365,50
	Next six months from date of	1718,00	1374,50	1724,00	1379,00



AGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
	Third year				
	First four months of experience	1700,00	1360,00	1707,00	1365,50
	Thereafter, the wage specified in (a), i.e.	1850,50	1480,50	1860,50	1488,50
<b>Part D - General</b>					
	Boiler attendant	1757,50	1406,00	1767,00	1413,50
	Despatch packer	1816,00	1453,00	1823,00	1458,50
	General Worker	1700,00	1360,00	1707,00	1365,50
	Labourer	1718,00	1374,50	1724,00	1379,00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a) does not exceed 1 360 kg	1816,00	1453,00	1823,00	1458,50
	(b) exceeds 1 360 but not 2 720 kg	1885,50	1508,50	1893,00	1514,50
	(c) exceeds 2 720 kg	2147,50	1718,00	2162,00	1729,50
	Supervisor, quality controller and instructor	2302,50	1842,00	2313,00	1850,50
	Traveller's driver	1885,50	1508,50	1893,00	1514,50
	Watchman or caretaker, whose ordinary hours of work are -				

AGES		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme)		GROUP B (i.e. employees NOT on the 0,5% Productivity Incentive Scheme)	
		Wage per week from 1 Sept 2025 - 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
DESCRIPTION		R	R	R	R
(a)	less than 60 hours per week	1959,00	1567,00	1967,50	1574,00
(b)	60 hours per week	2055,00	1644,00	2067,00	1653,50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025, Increase the Weekly Wage for those employees by the agreed Wage Increase based on the rand value of the 2024 increase, Across-the-Board, which is equivalent to 6,1%.					

10.2. In clause 16 substitute the existing expression "Engagements, Terminations, Absence from Work and Transfers in Occupation" for the new expression "Registration of Employees"

10.3. Insert new clause:

#### 1. REGISTRATION OF EMPLOYEES

New employees in the industry, as defined by the Main Agreement, shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing Industry for a 60-day period subject to the following:

- a. All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- b. The Council levy contributions for those new employees, by both employer and employee, becomes payable once the probationary period as defined by the chamber agreement is concluded.
- c. Employees shall be paid the applicable NBCCMI wage rates as gazetted.

- d. All other NBCCMI levies, social funds and payments become payable after the 60-day period has lapsed or expired.

10.4. In the following table of clauses, substitute the existing expression, for the new expression:

Existing	New
16.1	16.2
16.2	16.3
16.3	16.4
16.4	16.5
16.5	16.6
16.6	16.7
16.7	16.8
16.8	16.9
16.9	16.10
16.10	16.11

10.5. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No.	Existing 2024/2025	New 2025/2026
4(11)	1 September 2024	1 September 2025
22(2)(a)	R3.99	R4.23
22(2)(b)	R6.41	R6.80
26(4)(b)	R16.65	R17.67
26(4)(b)	R19.87	R21.08
26(4)(b)	R21.67	R22.99
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
26(4)(b)	R36.99	R39.25
27(3)	59 cents	63 cents
27(4)	86 cents	91 cents
38(5)	39 cents	41 cents

Clause No.	Existing 2024/2025	New 2025/2026
39(3)	67 cents	71 cents
41(1)	31 August 2025	31 August 2026
41(1)	1 September 2024	1 September 2025

10.6. Insert new clause no. 52:

#### EMPLOYMENT EQUITY ACT – CODE OF GOOD PRACTICE

The code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

#### 11. PART I (PROVISIONS FOR THE NON-METRO AREAS)

11.1. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b>Category A</b>				
0 - 6 months	1 347.00	1 295.55	1 316.00	1 295.55
Thereafter	1 442.00	1 295.55	1 359.00	1 295.55
<b>Category B</b>				
0 - 6 months	1 345.50	1 295.55	1 319.50	1 295.55
7 - 12 months	1 408.50	1 295.55	1 358.00	1 295.55
13 - 18 months	1 474.50	1 295.55	1 396.50	1 295.55

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
Thereafter	1 562.00	1 295.55	1 443.50	1 295.55
<b>Category C</b>				
0 - 6 months	1 390.50	1 295.55	1 325.00	1 295.55
7 - 12 months	1 529.50	1 295.55	1 407.00	1 295.55
13 - 18 months	1 671.50	1 337.00	1 489.00	1 295.55
19 - 22 months	1 806.00	1 445.00	1 579.00	1 295.55
Thereafter	1 944.50	1 555.50	1 667.00	1 333.50
<b>Category D</b>				
0 - 6 months	1 390.50	1 295.55	1 325.00	1 295.55
7 - 12 months	1 493.00	1 295.55	1 387.50	1 295.55
13 - 18 months	1 631.50	1 305.00	1 448.00	1 295.55
19 - 22 months	1 698.00	1 358.50	1 507.00	1 295.55
Thereafter	1 913.50	1 531.00	1 646.50	1 317.00
<b>Category</b>				
0 - 6 months	1 460.50	1 295.55	1 367.50	1 295.55
7 - 12 months	1 622.50	1 298.00	1 463.50	1 295.55
13 - 18 months	1 809.50	1 447.50	1 580.00	1 295.55
19 - 22 months	1 993.00	1 594.50	1 700.00	1 360.00
Thereafter	2 191.50	1 753.00	1 825.00	1 460.00

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b>Band Knife Cutter</b>				
0 - 6 months	1 336.50	1 295.55	1 315.50	1 295.55
7 - 12 months	1 442.00	1 295.55	1 355.00	1 295.55
13 - 18 months	1 540.00	1 295.55	1 416.00	1 295.55
19 - 22 months	1 650.50	1 320.50	1 479.50	1 295.55
Thereafter	1 816.50	1 453.00	1 585.50	1 295.55
<b>Clerical</b>				
0 - 6 months	1 371.00	1 295.55	1 316.50	1 295.55
7 - 12 months	1 501.50	1 295.55	1 391.00	1 295.55
13 - 18 months	1 607.50	1 295.55	1 453.00	1 295.55
Thereafter	1 846.00	1 477.00	1 601.00	1 295.55
<b>Assistant Head Cutter</b>	2 127.00	1 701.50	1 785.00	1 428.00
<b>Head Cutter</b>	2 569.50	2 055.50	2 070.50	1 656.50
<b>Foreperson</b>	2 303.00	1 842.50	1 949.50	1 559.50
<b>Watchperson</b>	1 600.50	1 295.55	1 450.00	1 295.55
<b>Driver 1 (454kg)</b>	1 526.00	1 295.55	1 406.00	1 295.55
<b>Driver 2 (454 - 2722kg)</b>	1 632.50	1 306.00	1 469.50	1 295.55
<b>Driver 3 (2722 -4540kg)</b>	1 843.50	1 475.00	1 600.50	1 295.55
<b>Driver 4 (4540kg)</b>	2 152.50	1 722.00	1 802.00	1 441.50

Category / Occupation	In the Magisterial Districts of Camperdown, uMzinto, Paarl, Stellenbosch and Uitenhage (Non-Metro A)		All Other Areas (Non-Metro B)	
	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)	Wage per week from 1 Sept 2025 to 31 Aug 2026	New Employees on Incentivised Scheme Effective 1 Sept 2025 = 80% (Where applicable the Minimum Wage Payable plus Incentive has been adjusted to comply with the National Minimum Wage)
<b>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with effect from 1 September 2025 Increase the Weekly Wage for those employees by the agreed Wage Increase based on 2024-2025 Rand value equivalent to 6.1% in Non-Metro A and Non-Metro B.</b>				
Where any of the Council's prescribed wage rates in the National Main Collective Agreement is less than the National Minimum Wage (NMW) it will be adjusted upwards to at least the NMW. The onus is on the employer to ensure that they are not in contravention of the NMW				

11.2. In the following table of clauses, substitute the existing expression, for the new expression:

Clause No	Existing 2024/2025	New 2025/2026
32(2)	R5.03	R5,34
32(2)	R6.39	R6.78
32(2)	1 September 2024	1 September 2025
36(6)(a)	82 cents	87 cents
40(1)	31 August 2025	31 August 2026
40(1)	1 September 2025	1 September 2026
Annexure C of Clause 43(5)	27 cents	29 cents

11.3. In clause 13, insert the following new sub-clause (6):

“(6) All employees shall work until their normal lunch break and be paid the full day's wage on the Thursday before Good Friday.

11.4. In the following table of clauses, substitutes the existing expression for the new expression:

Existing	New
13.1	13.2
13.2	13.3
13.3	13.4
13.5	13.6

11.5. In clause 30 insert the following new sub-clause(1)

“(1) New employees in the industry as defined by the Main Agreement shall be exempted from contributions to the National Bargaining Council for the Clothing Manufacturing for a 60 day period subject to the following:

- (a) All employees shall be registered with the NBCCMI as from the date of completion of their respective probationary period.
- (b) The Council levy contributions for those new employees both by employer and employee, becomes payable once the probationary period as defined by the respective chamber agreement is concluded.
- (c) Employees shall be paid the applicable National Bargaining Council for the Clothing Manufacturing Industry wage rates as gazetted.
- (d) All other National Bargaining Council for the Clothing Manufacturing Industry levies, social funds and payment become payable after the 60 days period has lapsed or expired.

11.6. In the following table of clauses, substitute the existing expression for the new expression:

Existing	New
30.1	30.2
30.2	30.3
30.3	30.4
30.4	30.5
30.5	30.6
30.6	30.7
30.7	30.8
30.8	30.9

116 of 117

30.9	30.10
------	-------

11.7. Insert a new clause 50

**EMPLOYMENT EQUITY ACT AMENDMENTS – CODE OF GOOD PRACTICE**

The Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace as set out in Annexure F to this agreement shall be the policy in the industry.

Signed at PAROV on behalf of the Parties this 30 day of  
SEPTEMBER 2025



**MARTHIE RAPHAEL**  
Chairperson

Signed at Johannesburg on behalf of the Parties this 30 day of  
SEPTEMBER 2025



**CHANTAL NAIDOO**  
General Secretary

## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6856

21 November 2025

**LABOUR RELATIONS ACT, 1995  
REGISTRATION OF A TRADE UNION**

I, **Lehlohonolo Daniel Molefe**, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **Lichtenburg Union of Workers (LUW)** has been registered as a trade union with effect from 31/10/2025.

**REGISTRAR OF LABOUR RELATIONS**

## DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6857

21 November 2025

**LABOUR RELATIONS ACT, 1995  
REGISTRATION OF A TRADE UNION**

I, **Lehlohonolo Daniel Molefe**, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **National United Gambling, Retail, Cleaning and Security Workers Union (NUGRCSWU)** has been registered as a trade union with effect from 31/10/2025

**REGISTRAR OF LABOUR RELATIONS**

## PROCLAMATIONS • PROKLAMASIES

## PROCLAMATION NOTICE 296 OF 2025

**COMMENCEMENT OF THE UPGRADING OF PLANT IMPROVEMENT ACT 11 OF 2018**

In terms of section 66 of the Plant Improvement Act of 2018 (Act No. 11 of 2018), I determine the 1<sup>st</sup> of December 2025, as the date on which the Plant Improvement Act, 2018, comes into operation.

Given under my Hand and the Seal of the Republic of South Africa on this -----  
11----- day of October----- Two Thousand and Twenty-Five.

A handwritten signature in black ink, appearing to be 'C. Matamela Ramaphosa'.

**PRESIDENT**  
**CYRIL MATAMELA RAMAPHOSA**

A handwritten signature in black ink, appearing to be 'John Steenhuisen'.

**MR JOHN STEENHUISEN**  
**MINISTER: AGRICULTURE**



**UKUQALA KOKUGANGATHISWA KOMTHETHO WOKUTHUTHUKISA  
KWEZITSHALO, UNOMBOLO 11 WEZI- 2018**

Ngokwesigaba samashumi ayisithupha nesithupha soMthetho wokuGangathiswa Kwezitshalo wonyaka wenkulungwane ezimbili neshumi nesishiyangalombili, 2018 (Nombolo yoMthetho. 11 we 2018), ngiqoka umhla wokuqala enyangeni kaMandulo ngonyaka weziNkulungwane ezimbili namashumi amabili nanhlanu zingu (01 kuZibandlela onyakeni ka 2025), njengosuku lapho uMthetho wokuGangatheliswa kweZitshalo uyoqala khona ukusebenza.

Ngokunikezelwa ngaphansi kweSandla sami kanye noPhawu Lezwe LaBantu baseNingizimu Afrika kulolusuku lomhlaka...11...enyangeni ka.....onyakeni weziNkulungwane ezimbili namashumi amabili nanhlanu.

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', written over a horizontal line.

**MONGAMELI**

**CYRIL MATAMELA RAMAPHOSA**

A handwritten signature in black ink, appearing to be 'John Steenhuisen', written over a horizontal line.

**MR JOHN STEENHUISEN**

**UNGQONGOSHE: WOMNYANGO WEZOLIMO**



Ngokwesigaba samashumi ayisithupha soMthetho wokuGangathiswa Kwezitshalo wonyaka wenkulungwane ezimbili neshumi nesishiyangalombili, 2018 (Nombolo yoMthetho. 11 we 2018), ngiqoka umhla wokuqala enyangeni kaMandulo ngonyaka weziNkulungwane ezimbili namashumi amabili nanhlanu, zingu (01 kuZibandlela onyakeni ka 2025), njengosuku lapho uMthetho wokuGangatheliswa kweZitshalo uyoqala khona ukusebenza.

Ngokunikezelwa ngaphansi kweSandla sami kanye noPhawu Lezwe LaBantu baseNingizimu Afrika kulolusuku lomhlaka...11....enyangeni ka.....onyakeni weziNkulungwane ezimbili namashumi amabili nanhlanu. Mfumfu

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', written over a horizontal line.

**UMONGAMELI**

**CYRIL MATAMELA RAMAPHOSA**

A handwritten signature in black ink, appearing to be 'John Steenhuisen', written over a horizontal line.

**MR JOHN STEENHUISEN**

**UNGQONGOSHE: WOMNYANGO WEZOLIMO**



PRESIDENT'S MINUTE NO.....230.....of.....2025

In terms of section 66 of the Plant Improvement Act of 2018 (Act No. 11 of 2018), I determine the 1<sup>st</sup> of December 2025, as the date on which the Plant Improvement Act, 2018, comes into operation.

Given under my Hand and the Seal of the Republic of South Africa on this -----  
-----11----- day of -----October----- Two Thousand and Twenty-Five.

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', written over a large, faint circular watermark.

PRESIDENT

CYRIL MATAMELA RAMAPHOSA

A handwritten signature in black ink, appearing to be 'John Steenhuisen', written over a large, faint circular watermark.

MR JOHN STEENHUISEN

MINISTER: AGRICULTURE

**PROCLAMATION NOTICE 297 OF 2025**

**by the  
PRESIDENT of the REPUBLIC of SOUTH AFRICA**

**SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT AND SPECIAL TRIBUNAL: SOUTH AFRICAN TOURISM BOARD**

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as “the Act”), have been made in respect of the affairs of the South African Tourism Board (hereinafter referred to as “the Board”);

AND WHEREAS the Board may have suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of the Board, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

- (a) serious maladministration in connection with the affairs of the Board;
- (b) improper or unlawful conduct by employees of the Board;
- (c) unlawful appropriation or expenditure of public money or property;
- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the Board; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 01 March 2020 and the date of publication of this Proclamation or which took place prior to 01 March 2020 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule to this Proclamation or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the Board or the State, in relation to the said matters in the Schedule to this Proclamation.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this 20 day of October Two thousand and twenty-five.

**President**

By Order of the President-in-Cabinet:

**Minister of the Cabinet**

**SCHEDULE**

1. The procurement of, or contracting for goods, works or services in terms of—
  - (a) invoice number Y25032020SAT/purchase order number 43540;
  - (b) invoice number Y26032020SATb/purchase order number 43559; and
  - (c) invoice number Y26032020SATc/purchase order number 43583,by or on behalf of the Board, and payments made in relation thereto in a manner that was—
  - (i) not fair, competitive, transparent, equitable or cost-effective; or
  - (ii) contrary to applicable—
    - (aa) legislation;
    - (bb) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury;
    - (cc) manuals, policies, procedures, prescripts, instructions or practices of or applicable to the Board;and any related unauthorised, irregular or fruitless and wasteful expenditure incurred by the Board or the State.
  
2. Any irregular, unlawful or improper conduct, including serious maladministration and the causes thereof, by—
  - (a) officials or employees of the Board;
  - (b) the applicable supplier/service provider of the Board; or
  - (c) any other person or entity,in relation to the allegations as set out in paragraph 1 of this Schedule.

**PROKLAMASIE 297 VAN 2025**

**deur die  
PRESIDENT van die REPUBLIEK van SUID-AFRIKA**

**WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996  
(WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA  
BESTAANDE SPESIALE ONDERSOEKEENHEID EN SPESIALE TRIBUNAAL:  
SUID AFRIKAANSE TOERISME RAAD**

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as “die Wet”), gemaak is in verband met die aangeleentede van die Suid Afrikaanse Toerisme Raad (hierna na verwys as “die Raad”);

EN AANGESIEN die Raad verliese mag gely het wat verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE, verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleentede in die Bylae vermeld ten opsigte van die Raad, vir ondersoek na die Spesiale Ondersoekeenhede ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleentede, die opdrag van die Spesiale Ondersoekeenhede is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

- (a) ernstige wanadministrasie in verband met die aangeleentede van die Raad;
- (b) onbehoorlike of onregmatige optrede deur werknemers van die Raad;
- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;
- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die aangeleentede van die Raad; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 01 Maart 2020 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 01 Maart 2020 of na die datum van publikasie van hierdie Proklamasie, maar wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleentede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleentede in die Bylae, insluitend die verhaal van enige verliese wat deur die Raad of die Staat gely is.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria op hede die 20 dag van Oktober Twee duisend en vyf-en-twintig.

**President**

Op las van die President-in-Kabinet:

**Minister van die Kabinet**

**BYLAE**

1. Die verkryging van, of kontraktering vir goedere, werk of dienste ingevolge—
  - (a) faktuur nommer Y25032020SAT/aankoop bestel nommer 43540;
  - (b) faktuur nommer Y26032020SATb/aankoop bestel nommer 43559; en
  - (c) faktuur nommer Y26032020SATc/aankoop bestel nommer 43583,deur of namens die Raad en betalings wat ten opsigte daarvan gemaak is op 'n wyse wat—
  - (i) nie billik, mededingend, deursigtig, gelykmatig of koste-effektief was nie; of
  - (ii) strydig was met toepaslike—
    - (aa) wetgewing;
    - (bb) handleidings, riglyne, praktyknotas, omsendbriewe, of opdragte deur die Nasionale Tesourie uitgereik;
    - (cc) handleidings, beleid, prosedures, voorskrifte, intruksies of praktyke van of van toepassing op die Raad;en enige verbandhoudende ongemagtigde, onreëlmatige of vrugtelose en verspulde uitgawes deur die Raad of die Staat aangegaan.
  
2. Enige onreëlmatige, onwettige of onbehoorlike gedrag, met inbegrip van ernstige wanadministrasie en die oorsake daarvan, deur—
  - (a) beamptes of werknemers van die Raad;
  - (b) die toepaslike verskaffer/diensverskaffer van die Raad; of
  - (c) enige ander persoon of entiteit,met betrekking tot die bewerings in paragraaf 1 van hierdie Bylae uiteengesit.

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001  
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za  
Publications: Tel: (012) 748 6053, 748 6061, 748 6065